

Oneida Business Committee



Executive Session
8:30 AM Tuesday, July 23, 2024
 BC Conference Room, 2nd floor, Norbert Hill Center

Regular Meeting
8:30 AM Wednesday, July 24, 2024
 BC Conference Room, 2nd floor, Norbert Hill Center

Agenda

Meeting agenda is available here: oneida-nsn.gov/government/business-committee/agendas-packets/. Materials for the "General Tribal Council" section of the agenda, if any, are available to enrolled members of the Oneida Nation; to obtain a copy, visit the Government Administrative Office, 1st floor, Norbert Hill Center and present a valid Tribal I.D. or go to <https://goo.gl/uLp2jE>. Scheduled times are subject to change.

I. CALL TO ORDER

II. OPENING

- A. **Special recognition for years of service**
 Sponsor: Todd VanDen Heuvel, Executive HR Director

III. ADOPT THE AGENDA

IV. OATH OF OFFICE

- A. **Oneida Police Department - Michael Krueger and Cristal Sanches Moreno**
 Sponsor: Lisa Liggins, Secretary

V. MINUTES

- A. **Approve the July 10, 2024, regular Business Committee meeting minutes**
 Sponsor: Lisa Liggins, Secretary

VI.

RESOLUTIONS

- A. **Adopt resolution entitled Oneida Nation Comprehensive Division HUD ONAP Tribal VASH Renewal**
 Sponsor: Mark W. Powless, General Manager
- B. **Adopt resolution entitled Office of Violence Against Women - FY2024 Tribal Sexual Assault Services Program grant application**
 Sponsor: Mark W. Powless, General Manager
- C. **Adopt resolution entitled Amendments to the Back Pay Law**
 Sponsor: Jameson Wilson, Councilman

- D. **Adopt resolution entitled Adoption of the FY-2024-2027 Oneida Nation Tribal Transportation Improvement Plan (TTIP) and Tribal Transportation Program Agreement (TTP/G2G) including Corresponding Referenced Funding Agreements (RFA)**
Sponsor: Mark W. Powless, General Manager
- E. **Adopt resolution entitled Approval of Use of Economic Development, Diversification and Community Development Funds for a donation of \$400,000 for the 2025 NFL Draft**
Sponsor: Louise Cornelius, Gaming General Manager

VII. APPOINTMENTS

- A. **Determine next steps regarding three (3) appointments - Oneida Election Board Ad Hoc Committee**
Sponsor: Lisa Liggins, Secretary
- B. **Determine next steps regarding one (1) appointment(s) - Oneida ESC Group LLC Board of Managers**
Sponsor: Lisa Liggins, Secretary
- C. **Determine next steps regarding two (2) appointments - Oneida Nation Arts Board**
Sponsor: Lisa Liggins, Secretary
- D. **Determine next steps regarding one (1) appointment - Oneida Nation Veteran Affairs Committee**
Sponsor: Lisa Liggins, Secretary
- E. **Determine next steps regarding five (5) appointment(s) - Oneida Personnel Commission**
Sponsor: Lisa Liggins, Secretary
- F. **Determine next steps regarding one (1) appointment - Oneida Police Commission**
Sponsor: Lisa Liggins, Secretary
- G. **Determine next steps regarding thirteen (13) appointment(s) - On?yote?a?ká ni? i Standing Committee**
Sponsor: Lisa Liggins, Secretary
- H. **Determine next steps regarding three (3) appointments - Pardon and Forgiveness Screening Committee**
Sponsor: Lisa Liggins, Secretary

VIII. STANDING COMMITTEES

- A. **FINANCE COMMITTEE**
 - 1. **Accept the June 13, 2024, regular Finance Committee meeting minutes**
Sponsor: Lawrence Barton, Treasurer
 - 2. **Accept the June 27, 2024, regular Finance Committee meeting minutes**
Sponsor: Lawrence Barton, Treasurer
- B. **LEGISLATIVE OPERATING COMMITTEE**

1. **Accept the June 19, 2024, regular Legislative Operating Committee meeting minutes**
Sponsor: Jameson Wilson, Councilman

IX. NEW BUSINESS

- A. **Approve two (2) requested actions - CDC # 19-007 Boundary Signage**
Sponsor: Mark W. Powless, General Manager
- B. **Approve Oneida Comprehensive Health Division to participate with State of WI Division of Public Health - WI Well Badger Resource Center**
Sponsor: Mark W. Powless, General Manager
- C. **Review the Oneida Youth Leadership Institute charter and bylaws and determine next steps**
Sponsor: Marlon Skenandore, Councilman
- D. **Review the Ultimate Texas Hold'Em Rules of Play and determine next steps**
Sponsor: Mark A Powless, Sr., Chair/Oneida Gaming Commission

X. REPORTS

- A. **OPERATIONAL (10:00 a.m.)**
 1. **Accept the Big Bear Media FY-2024 3rd quarter report**
Sponsor: Mark W. Powless, General Manager
 2. **Accept the Comprehensive Health Division FY-2024 3rd quarter report**
Sponsor: Mark W. Powless, General Manager
 3. **Accept the Comprehensive Housing Division FY-2024 3rd quarter report**
Sponsor: Mark W. Powless, General Manager
 4. **Accept the Digital Technology Services FY-2024 3rd quarter report**
Sponsor: Mark W. Powless, General Manager
 5. **Accept the Education and Training FY-2024 3rd quarter report**
Sponsor: Mark W. Powless, General Manager
 6. **Accept the Environmental, Health, Safety, Land, & Agriculture Division FY-2024 3rd quarter report**
Sponsor: Mark W. Powless, General Manager
 7. **Accept the Grants FY-2024 3rd quarter report**
Sponsor: Mark W. Powless, General Manager
 8. **Accept the Human Services Division FY-2024 3rd quarter report**
Sponsor: Mark W. Powless, General Manager
 9. **Accept the Public Works Division FY-2024 3rd quarter report**
Sponsor: Mark W. Powless, General Manager

10. **Accept the Tribal Action Plan FY-2024 3rd quarter report**
Sponsor: Mark W. Powless, General Manager

XI. GENERAL TRIBAL COUNCIL

A. PETITIONER LINDSEY BLACKOWL - Accept status updates - petition # 2024-02

1. **Accept the fiscal impact statement status update re: New Recreation/Community Center**
Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer
2. **Accept the statement of effect status update re: New Recreation/Community Center Build**
Sponsor: Jameson Wilson, Councilman
3. **Accept the legal analysis update re: New Recreation/Community Center**
Sponsor: Jo Anne House, Chief Counsel

XII. EXECUTIVE SESSION

A. REPORTS

1. **Accept the Chief Counsel report**
Sponsor: Jo Anne House, Chief Counsel
2. **Accept the General Manager report (9:00 a.m.)**
Sponsor: Mark W. Powless, General Manager
3. **Accept the Intergovernmental Affairs, Communications, and Self-Governance July 2024 report (11:00 a.m.)**
Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs
4. **Accept the Treasurer's June 2024, report (8:30 a.m.)**
Sponsor: Lawrence Barton, Treasurer

B. AUDIT COMMITTEE

1. **Accept the May 17, 2024, regular Audit Committee meeting minutes**
Sponsor: Lisa Liggins, Secretary
2. **Accept the Mini Baccarat compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary
3. **Accept the Bingo Compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary

4. **Accept the Drop and Count compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary

C. NEW BUSINESS

1. **Approve a limited waiver of sovereign immunity - NRT Technologies - file # 2024-0339**
Sponsor: Louise Cornelius, Gaming General Manager
2. **Accept the discussion regarding the Economic Development, Diversification and Community Development Funds for \$400,000 donation for the 2025 NFL Draft as information (1:30 p.m.)**
Sponsor: Justin Nishimoto, Economic Strategy Coordinator
3. **Review application(s) for one (1) vacancy - Oneida ESC Group LLC Board of Managers**
Sponsor: Lisa Liggins, Secretary
4. **Review application(s) for three (3) vacancies - Oneida Election Board Ad Hoc Committee**
Sponsor: Lisa Liggins, Secretary
5. **Review application(s) for two (2) vacancies - Oneida Nation Arts Board**
Sponsor: Lisa Liggins, Secretary
6. **Review application(s) for one (1) vacancy - Oneida Nation Veteran Affairs Committee**
Sponsor: Lisa Liggins, Secretary
7. **Review application(s) for five (5) vacancies - Oneida Personnel Commission**
Sponsor: Lisa Liggins, Secretary
8. **Review application(s) for one (1) vacancy - Oneida Police Commission**
Sponsor: Lisa Liggins, Secretary
9. **Review application(s) for thirteen (13) vacancies - On?yote?a?ká ni? i Standing Committee**
Sponsor: Lisa Liggins, Secretary
10. **Review application(s) for three (3) vacancies - Pardon and Forgiveness Screening Committee**
Sponsor: Lisa Liggins, Secretary
11. **Review draft recommendations for the September 8, 2024, special General Tribal Council meeting and determine next steps**
Sponsor: Lisa Liggins, Secretary
12. **Discuss Community Concern and determine next steps (10:00 a.m.)**
Sponsor: Floyd Silas Sr.

XIII. ADJOURN

Posted on the Oneida Nation's official website, www.oneida-nsn.gov pursuant to the Open Records and Open Meetings law (§ 107.14.)

The meeting packet of the open session materials for this meeting is available by going to the Oneida Nation's official website at: oneida-nsn.gov/government/business-committee/agendas-packets/

For information about this meeting, please call the Government Administrative Office at (920) 869-4364 or (800) 236-2214

Special recognition for years of service

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Acknowledge Years of Service recipients with the attached PowerPoint. 3rd Quarter.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: Oneida Nation Employees

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|---|--|--|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input checked="" type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input checked="" type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Todd Vandenheuvel, Executive HR Director

Primary Requestor: Yasiman Metoxen, HR Office Coordinator

**YEARS OF SERVICE RECIPIENTS
3RD QUARTER FY'24 APR - JUN**

Name	Supervisor Name		ADOH	Years
JOHNSON,JEAN M	BRUNETTE,FELICIA B	CAELWAERTS,JILL C	May 21, 1979	45
HUFF,JUSTINE A	METOXEN,BARBARA R	SMITH,DELIA M	May 14, 1984	40
BENTON,NATHALIE	KRIESCHER,MARI J	DANFORTH,DEBRA J	May 1, 1989	35
TETEAJ,JULIE A	HILL,C S		Jun 29, 1994	30
VANIA,ANTHONY R		HOUSE,DAKOTA K	Jun 29, 1994	30
EDWARDS,MICHELLE L	BALKE,ANNA M	STEMPSKI,WILLIAM J	Jun 29, 1994	30
JORDAN,EARL E	DANFORTH,SUSAN M	DOXTATER,ANDREW J	Jun 21, 1994	30
URBANEK,MISTI M	VANDYKE, JEAN	NINHAM-LAMBERIES,RALINDA R	Jun 14, 1994	30
THOMAS,INEZ S	POWLESS, JESSICA	SKENANDORE,JR,ARTLEY M	Jun 13, 1994	30
SMITH,KAREN V	STONE,SHANNON J	POWLESS,MARK W	Jun 7, 1994	30
KINJERSKI,KELLY L	LARSON,DAVID L	DANFORTH,DEBRA J	Jun 6, 1994	30
HAWPETOSS,RICHARD T	MCLESTER,SR,JAMES M	MATSON,GREGORY H	Jun 6, 1994	30
CORNELIUS,TERRY A	DANFORTH,JOHN J	DOXTATOR,KEITH A	Jun 6, 1994	30
CORNELIUS,ROSITTA M	MOORE,ALEX K	DODGE,LEAH S	May 10, 1994	30
DENNY,MATTHEW J	VANDEN HEUVEL,TODD	HILL,TEHASSI TASI	May 9, 1994	30
HERZOG,MISTYLEE R		SMITH,JACQUELINE	May 9, 1994	30
JORGENSEN,TINA M	POWLESS,MARK W	HILL,TEHASSI TASI	May 2, 1994	30
JOHN,KEVIN E	SUMMERS,ALVIN F	MATSON,GREGORY H	May 2, 1994	30
MATCHOPATOW,LISA A	ADAMS,GARY	SKENANDORE,TONIA H	Apr 26, 1994	30
BOYLE,JACQUE L	POWLESS,MARK W	HILL,TEHASSI TASI	Apr 25, 1994	30
JOHNSON,SR,DENNIS J	STONE,SHANNON J	POWLESS,MARK W	Apr 18, 1994	30
KERK,DWAINE M	HOUSE,DAKOTA K	DANFORTH,KATSITSIYO T	Apr 18, 1994	30
BARTZ,LISA A	JANOWSKI,HEIDI L	NINHAM-LAMBERIES,RALINDA R	Apr 18, 1994	30
MAHLIK,TODD L	ROBERTO,MICHELE A	SKENANDORE,LORNA G	Apr 12, 1994	30
SKENANDORE,SHELLY A	MARTINEZ, JASON	THUNDERCLOUD,DEBORAH J	Apr 11, 1994	30
GREEN,JENNIFER H	MARTINEZ, JASON	THUNDERCLOUD,DEBORAH J	Apr 4, 1994	30
WILSON,DIANE M	ROMMEL,NICOLE A	POWLESS,MARK W	Jun 27, 1999	25
NICKEL,SCOTT D	DOXTATOR, SALLY	EMERSON,DAVID L	Jun 27, 1999	25

SORENSEN, DENISE D	KELLY, SUSAN M	DANFORTH, SARAH I	Jun 20, 1999	25
SUMMERS, ALVIN F	MATSON, GREGORY H	RAUSCHENBACH, LISA M	Jun 6, 1999	25
SHIMEK, BRADLEY J	CHRISTENSEN, MARK	HOUSE, DAKOTA K	May 2, 1999	25

Years of Service Recognition 3rd Quarter FY'24

July 24th, 2024 Regular Business Committee Meeting



Years of Service Recognition

Jean M. Johnson

45 Years of Service





Years of Service Recognition

Justine A. Huff

40 Years of Service





Years of Service Recognition

Nathalie Benton

35 Years of Service





Years of Service Recognition

Julie A. Teteak

30 Years of Service





Years of Service Recognition

Anthony R. Vania

30 Years of Service





Years of Service Recognition

Michelle L. Edwards

30 Years of Service





Years of Service Recognition

Earl E. Jordan

30 Years of Service





Years of Service Recognition

Misti M. Urbanek

30 Years of Service





Years of Service Recognition

Inez S. Thomas

30 Years of Service





Years of Service Recognition

Karen V. Smith

30 Years of Service





Years of Service Recognition

Kelly L. Kinjerski

30 Years of Service





Years of Service Recognition

Richard T. Hawpetoss

30 Years of Service





Years of Service Recognition

Terry A. Cornelius

30 Years of Service





Years of Service Recognition

Rositta M. Cornelius

30 Years of Service





Years of Service Recognition

Matthew J. Denny

30 Years of Service





Years of Service Recognition

Mistylee R. Herzog

30 Years of Service





Years of Service Recognition

Tina M. Jorgenson

30 Years of Service





Years of Service Recognition

Kevin E. John

30 Years of Service





Years of Service Recognition

Lisa A. Matchopatow

30 Years of Service





Years of Service Recognition

Jacque L. Boyle

30 Years of Service





Years of Service Recognition

Dennis J. Johnson Sr

30 Years of Service





Years of Service Recognition

Dwaine M. Kerk

30 Years of Service





Years of Service Recognition

Lisa A. Bartz

30 Years of Service





Years of Service Recognition

Todd L. Mahlik

30 Years of Service





Years of Service Recognition

Shelly A. Skenandore

30 Years of Service





Years of Service Recognition

Jennifer H. Green

30 Years of Service





Years of Service Recognition

Diane M. Wilson

25 Years of Service





Years of Service Recognition

Scott D. Nickel

25 Years of Service





Years of Service Recognition

Denise D. Sorenson

25 Years of Service





Years of Service Recognition

Alvin F. Summers

25 Years of Service





Years of Service Recognition

Bradley J. Shimek

25 Years of Service



YawwΛ?kó.

Oneida Police Department - Michael Krueger and Cristal Sanches Moreno

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Administer Oath of Office for two new hires: Michael Krueger and Cristal Sanches Moreno

4. Areas potentially impacted or affected by this request:

- | | |
|---|---|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> DTS |
| <input type="checkbox"/> Gaming/Retail | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: <i>Describe</i> | |

5. Additional attendees needed for this request:

Eric Boulanger, Chief of Police

Joel Maxam, Assistant Chief of Police

Brandon Vande Hei, Lieutenant

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Richard Van Boxtel, Police Commission Chairman

Primary Requestor: Eric Boulanger, Chief of Police




Oneida Police Department

P.O. Box 365, Oneida, WI 54155

Eric H. Boulanger
Chief of Police



MEMORANDUM

To: Oneida Business Committee
From: Eric Boulanger, Chief of Police 
Date: July 12, 2024
Subj: Oneida Police Department – Oath of Office for Michael Krueger and
Cristal Sanches Moreno

This is a request to administer the oath of office for two new hires:

Michael Krueger
Cristal Sanches Moreno

Thank you.

Approve the July 10, 2024, regular Business Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

3. Supporting Documents:

- Bylaws Fiscal Impact Statement Presentation
- Contract Document(s) Law Report
- Correspondence Legal Review Resolution
- Draft GTC Notice Minutes Rule (adoption packet)
- Draft GTC Packet MOU/MOA Statement of Effect
- E-poll results/back-up Petition Travel Documents
- Other: *Describe*

4. Budget Information:

- Budgeted Budgeted – Grant Funded Unbudgeted
- Not Applicable Other: *Describe*

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN

DRAFT**Oneida Business Committee**

Regular Meeting
8:30 AM Wednesday, July 10, 2024
BC Conference Room, 2nd floor, Norbert Hill Center

Minutes**REGULAR MEETING**

Present: Chairman Tehassi Hill, Vice-Chairman Brandon Yellowbird-Stevens, Treasurer Lawrence Barton, Secretary Lisa Liggins, Council members: Jonas Hill, Kirby Metoxen, Jennifer Webster, Jameson Wilson;

Not Present: Councilman Marlon Skenandore

Arrived at: n/a

Others present: Jo A. House, RaLinda Ninham-Lamberies, Mark W. Powless, Todd Vanden Heuvel (via Microsoft Teams¹), Debra Powless (via Microsoft Teams), Kaylynn Gresham (via Microsoft Teams), Lisa Summers (via Microsoft Teams), Melanie Burkhart (via Microsoft Teams), Katsitsiyo Danforth (via Microsoft Teams), Loucinda Conway (via Microsoft Teams), Justin Nishimoto (via Microsoft Teams), Lisa Rauschenbach (via Microsoft Teams), Debra Danforth (via Microsoft Teams), Sidney White (via Microsoft Teams), Louise Cornelius, Chad Fuss, Chad Jordan, Grace Elliott (via Microsoft Teams), Diahanna King (via Microsoft Teams), Patricia King (via Microsoft Teams), Joyce King (via Microsoft Teams), Kristine Hill (via Microsoft Teams), Ann McCotter (via Microsoft Teams), Michelle Hill (via Microsoft Teams), Danelle Wilson (via Microsoft Teams), Fawn Billie (via Microsoft Teams), Fawn Cottrell (via Microsoft Teams), Janice Decorah (via Microsoft Teams), Rhiannon Metoxen (via Microsoft Teams), David Jordan (via Microsoft Teams), Maureen Perkins (via Microsoft Teams), Kristal Hill (via Microsoft Teams), Debbie Melchert (via Microsoft Teams), Clorissa Leeman (via Microsoft Teams), Rae Skenandore (via Microsoft Teams), Dana McLester (via Microsoft Teams), Tavia James-Charles (via Microsoft Teams), Kevin House (via Microsoft Teams), Carolyn Salutz (via Microsoft Teams), Lori Hill (via Microsoft Teams), Stacie Cutbank (via Microsoft Teams), Sacheen Lawrence (via Microsoft Teams), Fern Orié (via Microsoft Teams), Colleen Cornelius (via Microsoft Teams), Mary Graves (via Microsoft Teams), Lisa Duff (via Microsoft Teams), Gregory Matson (via Microsoft Teams), Connor Kestell (via Microsoft Teams), Shannon Davis (via Microsoft Teams), Carol Silva (via Microsoft Teams), Amber Martinez (via Microsoft Teams), Micheal Debraska (via Microsoft Teams), Harmony Hill (via Microsoft Teams), Cary Waubanascum (via Microsoft Teams), Warren Stevens, Derrick Denny (via Microsoft Teams), Peter Skenandore, Elaine Skenandore-Cornelius, Edward Delgado, Lindsey Blackowl, Aliskwet Ellis (via Microsoft Teams), Bonnie Pigman (via Microsoft Teams);

I. CALL TO ORDER

Meeting called to order by Chairman Tehassi Hill at 8:30 a.m.

For the record: Councilman Marlon Skenandore is out on leave.

II. OPENING (00:00:05)

Opening provided by Chairman Tehassi Hill.

¹ Microsoft Teams is software which provides a communication and collaboration platform for workplace chat, file sharing, and video meetings.

DRAFT**III. ADOPT THE AGENDA (00:03:56)**

Motion by Lisa Liggins to adopt the agenda with four (4) noted changes [1) delete item XI.B.2.; 2) delete item XI.B.5.; 3) under the Travel Request section, add item entitled Approve the travel request - Secretary Lisa Liggins - Assembly Democratic Campaign Committee Fundraiser - Wisconsin Dells, WI - July 23-25, 2024; and 4) under the Travel Request section, add item entitled Approve the travel request - Vice-Chairman Brandon Yellowbird-Stevens - Democratic National Convention - Chicago, IL - August 1-21, 2024, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
 Not Present: Marlon Skenandore

IV. OATH OF OFFICE

- A. Bay Bancorporation Board of Directors - Elaine Skenandore-Cornelius and Fern Orié (00:08:10)**
Sponsor: Lisa Liggins, Secretary
- B. Oneida Election Board Ad-Hoc Committee - Colleen Cornelius and Kenneth Skodowski (00:11:17)**
Sponsor: Lisa Liggins, Secretary
- C. Oneida Election Board Alternates - Sacheen Lawrence (00:11:17)**
Sponsor: Lisa Liggins, Secretary
- D. Oneida Nation Arts Board - Peter Skenandore (00:08:10)**
Sponsor: Lisa Liggins, Secretary
- E. Southeastern Wisconsin Oneida Tribal Services Advisory Board - Harmony Hill (00:11:17)**
Sponsor: Lisa Liggins, Secretary

Oaths of office administered by Secretary Lisa Liggins. Elaine Skenandore-Cornelius and Peter Skenandore were present. Colleen Cornelius, Fern Orié, Sacheen Lawrence, and Harmony Hill were present via Microsoft Teams. Kenneth Skodowski was not present.

DRAFT**V. MINUTES****A. Approve the June 26, 2024, regular Business Committee meeting minutes (00:14:38)**

Sponsor: Lisa Liggins, Secretary

Motion by Kirby Metoxen to approve the June 26, 2024, regular Business Committee meeting minutes, seconded by Lawrence Barton. Motion carried:

Ayes:	Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Brandon Yellowbird-Stevens
Abstained:	Jameson Wilson, Jonas Hill
Not Present:	Marlon Skenandore

For the record: Councilmen Jameson Wilson and Jonas Hill were on approved travel to Harvard Business School.

Item VII.A. was addressed next.

VI. APPOINTMENTS**A. Determine next steps regarding five (5) vacancies - Oneida Election Board Alternate (01:20:28)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the selected applicants; to appoint Justine Huff, Mary King and Lynette Jordan to the Oneida Election Board Alternates with terms ending upon ratification of the 2024 Special Election results, seconded by Jonas Hill. Motion carried:

Ayes:	Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
Not Present:	Marlon Skenandore

For the record: Secretary Lisa Liggins stated I'd just like to note that the remaining vacancies for the Oneida Election Board Alternates will not be posted as the special Election is only ten days away.

Item X.B. was addressed next.

DRAFT**VII. TRAVEL REPORTS**

- A. Approve the travel report - Councilman Jonas Hill - Native American Tourism of Wisconsin (NATOW) Annual 2024 Conference - Red Cliff, WI - June 13 - 15, 2024 (00:15:26)**

Sponsor: Jonas Hill, Councilman

Motion by Jennifer Webster to approve the travel report from Councilman Jonas Hill for the Native American Tourism of Wisconsin (NATOW) Annual 2024 Conference in Red Cliff, WI on June 13 -15, 2024, seconded by Kirby Metoxen. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster,
Jameson Wilson, Brandon Yellowbird-Stevens
Abstained: Jonas Hill
Not Present: Marlon Skenandore

VIII. TRAVEL REQUESTS

- A. Approve the travel request - Councilwoman Jennifer Webster - Dept. of Health and Human Services (HHS) Annual Regional Tribal Consultations - St. Paul, MN - August 26-29, 2024 (00:15:54)**

Sponsor: Jennifer Webster, Councilwoman

Motion by Jonas Hill to approve the travel request from Councilwoman Jennifer Webster to attend the Dept. of Health and Human Services (HHS) Annual Regional Tribal Consultations in St. Paul, MN on August 26-29, 2024, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jameson
Wilson, Brandon Yellowbird-Stevens
Abstained: Jennifer Webster
Not Present: Marlon Skenandore

- B. Enter the e-poll results into the record regarding the approved the travel request for Councilwoman Jennifer Webster to attend the PROGRESS Act Tribal Consultation in Bloomington, MN on July 16-17, 2024 (00:16:23)**

Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to enter the e-poll results into the record regarding the approved the travel request for Councilwoman Jennifer Webster to attend the PROGRESS Act Tribal Consultation in Bloomington, MN on July 16-17, 2024, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jameson
Wilson, Brandon Yellowbird-Stevens
Abstained: Jennifer Webster
Not Present: Marlon Skenandore

DRAFT**C. Approve the travel request – Secretary Lisa Liggins – Assembly Democratic Campaign Committee Fundraiser – Wisconsin Dells, WI - July 23-25, 2024 (00:17:01)**

Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to approve the travel request from Secretary Lisa Liggins and Councilman Jonas Hill to attend the Assembly Democratic Campaign Committee Fundraiser in Wisconsin Dells, WI on July 23 -25, 2024, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
 Abstained: Jonas Hill
 Not Present: Marlon Skenandore

D. Approve the travel request - Vice-Chairman Brandon Yellowbird-Stevens – Democratic National Convention – Chicago, IL – August 19-21, 2024 (00:19:00)

Sponsor: Brandon Yellowbird-Stevens, Vice-Chairman

Motion by Jennifer Webster to approve the travel request from Vice-Chairman Brandon Yellowbird-Stevens and Treasurer Lawrence Barton to attend the Democratic National Convention in Chicago, IL on August 1-21, 2024, seconded by Kirby Metoxen. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
 Not Present: Marlon Skenandore

IX. NEW BUSINESS**A. Accept the Emergency Management After Action Report regarding the April 2-6, 2024, severe weather event (00:19:34)**

Sponsor: Kaylynn Gresham, Director/Emergency Management

Motion by Lisa Liggins to accept the Emergency Management After Action Report regarding the April 2-6, 2024, severe weather event, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
 Not Present: Marlon Skenandore

B. Research Request: Dr. Waubanasum & Dr. Beans - UW-Green Bay - “Nothing about us, without us”: Community Engagement Collaboration with Oneida Nation to Inform Tribal Research Protections – Review recommendation and determine appropriate next steps (00:24:08)

Sponsor: Mark W. Powless, General Manager

Motion by Lisa Liggins to approve request "Nothing about us, without us" and to request researchers to work with Councilman Jameson Wilson, Legislative Operating Committee Chairman regarding the findings of the study, seconded by Jonas Hill. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
 Not Present: Marlon Skenandore

DRAFT**X. GENERAL TRIBAL COUNCIL****A. Approve the notice and materials for the September 8, 2024, tentatively scheduled special General Tribal Council meeting (00:34:51)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to defer the notice and materials for the September 8, 2024, General Tribal Council meeting to a special Business Committee Work Session Monday, July 15, 2024, and schedule a special Business Committee meeting at 3:00 p.m. on Friday, August 2, 2024, for approval of the final materials, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens

Not Present: Marlon Skenandore

Councilman Kirby Metoxen left at 9:13 a.m.

Councilman Kirby Metoxen returned at 9:14 a.m.

B. Schedule a special General Tribal Council meeting to address the Blackowl petition # 2024-02 (00:54:30) ; (01:21:09)

Sponsor: Lisa Liggins, Secretary

Motion by Jameson Wilson to schedule a special General Tribal Council meeting on November 17, 2024, at 2:00 p.m. to address the Blackowl petition # 2024-02, seconded by Kirby Metoxen. Motion withdrawn.

Motion by Lisa Liggins to defer items IX.B. and IX.C. until after Executive Session, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens

Not Present: Marlon Skenandore

Councilman Kirby Metoxen left at 9:40 a.m.

Councilman Kirby Metoxen returned at 9:45 a.m.

Item XI. was addressed next.

Motion by Lisa Liggins to schedule a special General Tribal Council meeting Monday, November 18, 2024, at 6:00 p.m. to address the Blackowl petition # 2024-02, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens

Not Present: Marlon Skenandore

DRAFT

- C. Schedule a special General Tribal Council meeting to address the On?yote?a?ka ni?i Project Plan (01:22:20)**
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to schedule a special General Tribal Council meeting Monday, November 4, 2024 at 6:00 p.m. to address the On?yote?a?ka ni?i Project Plan, seconded by Jennifer Webster.

Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
Not Present: Marlon Skenandore

For the record: Secretary Lisa Liggins this is a non-stipend General Tribal Council meeting, as directed "by General Tribal Council".

Item XI.A.1. was addressed next.

I. EXECUTIVE SESSION (01:19:57)

Motion by Jennifer Webster to go into executive session at 9:50 a.m., seconded by Jonas Hill. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
Not Present: Marlon Skenandore

Roll call for the record:

*Present: Treasurer Lawrence Barton; Councilman Jonas Hill; Chairman Tehassi Hill; Secretary Lisa Liggins; Councilman Kirby Metoxen; Councilwoman Jennifer Webster; Vice-Chairman Brandon Yellowbird-Stevens; Councilman Jameson Wilson;
Not present: Councilman Marlon Skenandore*

Motion by Lawrence Barton to come out of executive session at 5:31 p.m., seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
Not Present: Marlon Skenandore

Item VI.A. was addressed next.

A. REPORTS

1. Accept the Chief Counsel report (01:23:34)

Sponsor: Jo Anne House, Chief Counsel

Motion by Jennifer Webster to accept the Chief Counsel report, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
Not Present: Marlon Skenandore

DRAFT**2. Accept the General Manager report (01:23:50)**

Sponsor: Mark W. Powless, General Manager

Motion by Jennifer Webster to accept the General Manager report, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
 Not Present: Marlon Skenandore

3. Accept the Hotel to Gaming Transition Committee July 2024 report (01:24:17)

Sponsor: Louise Cornelius, Gaming General Manager

Motion by Jennifer Webster to accept the Hotel to Gaming Transition Committee July 2024 report, seconded by Brandon Yellowbird-Stevens. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
 Not Present: Marlon Skenandore

Motion by Lisa Liggins to schedule a special General Tribal Council meeting on Monday, December 16, 2024, at 6:00 p.m. to address the Integrated Casino Resort proposal, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
 Not Present: Marlon Skenandore

B. NEW BUSINESS**1. Review Affordable Home Ownership Strategy/Veteran Loan Assessment and determine next steps (01:24:52)**

Sponsor: Mark W. Powless, General Manager

Motion by Brandon Yellowbird-Stevens to accept the report on Affordable Home Ownership Strategy/Veteran Loan Assessment and direct the Treasurer, Chief Financial Officer, General Manager and Chief Counsel to work together to identify/recommend funds to be used for the program in the amount of four (4) million dollars for each of the two (2) programs, seconded by Jonas Hill. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
 Not Present: Marlon Skenandore

2. Review Elected Officials Wages memorandum and determine next steps (01:25:28)

Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer

Motion by Brandon Yellowbird-Stevens to accept the discussion as information and forward the memorandum to the August 8, 2024, Business Committee Work Session, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens
 Not Present: Marlon Skenandore

DRAFT**3. Review Four Fires – Residence Inn D.C. refinancing and determine next steps (01:25:45)**

Sponsor: Lawrence Barton, Treasurer

Motion by Jameson Wilson to remove Terry Cornelius as Oneida Nation's representative on the Four Fires LLC Board of Managers and appoint Ralinda Ninham-Lamberies, Chief Financial Officer, as the Nation's representative for such time as she shall hold the office of the Chief Financial Officer, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens

Not Present: Marlon Skenandore

4. Review No Limits Basketball team request and determine next steps (01:26:21)

Sponsor: Lawrence Barton, Treasurer

Motion by Jennifer Webster to defer the item back to the sponsor for follow-up clarification, seconded by Brandon Yellowbird-Stevens. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens

Not Present: Marlon Skenandore

5. Review YMCA proposal and determine next steps (01:26:36)

Sponsor: Justin Nishimoto, Economic Strategy Coordinator

Motion by Jennifer Webster to accept the discussion regarding the YMCA proposal as information and direct the Chairman to send correspondence to the requestor, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens

Not Present: Marlon Skenandore

6. Review 2024 Trade Back for Cash request and determine next steps (01:26:54) (01:27:23)

Sponsor: Todd VanDen Heuvel, Executive HR Director

Motion by Lawrence Barton to deny the Trade Back for Cash request for FY2024 in accordance with section IV.A.5.n of the Personnel Policy and Procedures, the expense being unbudgeted for this fiscal year and the analysis of the financial position of the Nation and potential fiscal conditions, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens

Not Present: Marlon Skenandore

Motion by Lawrence Barton to deny the Trade Back for Cash request for FY2025 in accordance with IV.A.5.n of the Personnel Policy and Procedures, is not included in the proposed FY2025 budget, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens

Not Present: Marlon Skenandore

DRAFT

7. Review application(s) for five (5) vacancies - Oneida Election Board Alternate (01:27:51)

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept the discussion regarding the applications for the Oneida Election Board Alternate vacancies as information, seconded by Brandon Yellowbird-Stevens. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens

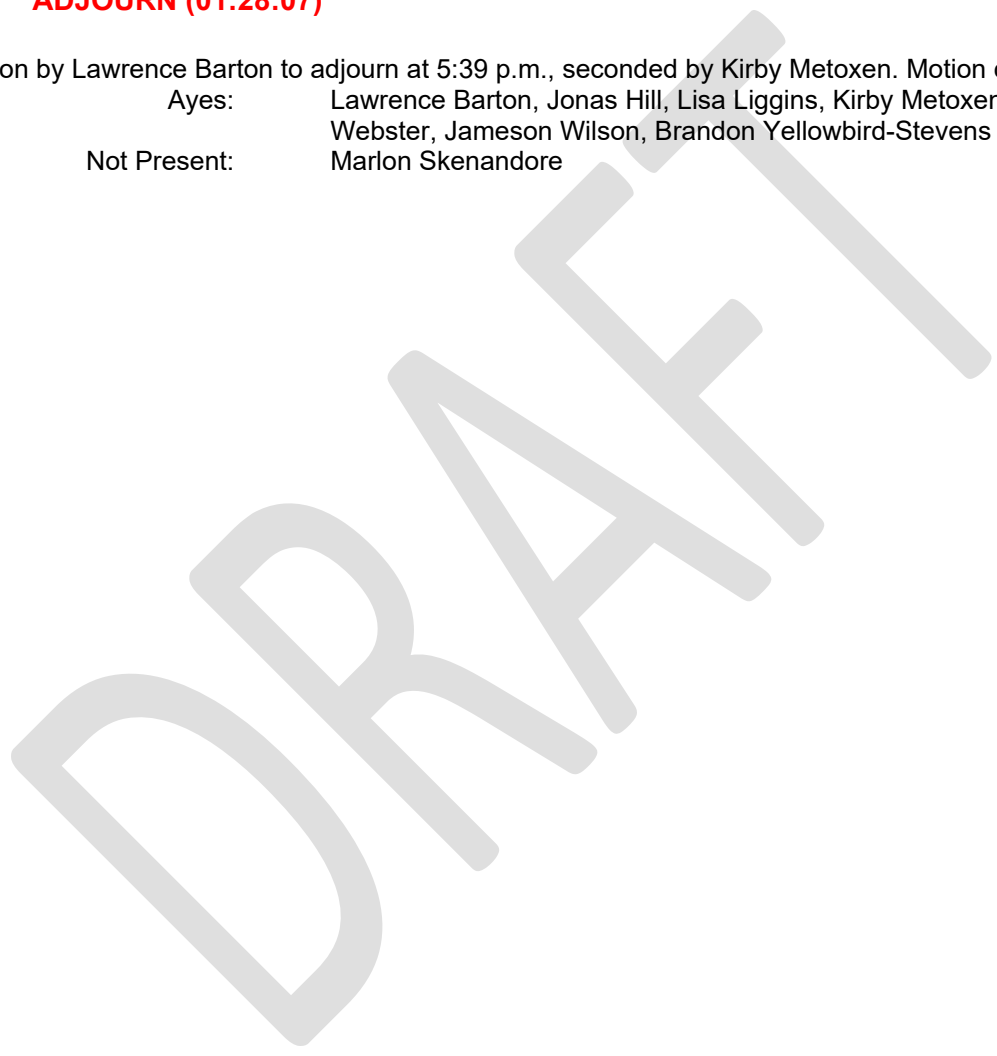
Not Present: Marlon Skenandore

XII. ADJOURN (01:28:07)

Motion by Lawrence Barton to adjourn at 5:39 p.m., seconded by Kirby Metoxen. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens

Not Present: Marlon Skenandore



Minutes prepared by Bonnie Pigman, Information Management Specialist.
Minutes approved as presented on _____.

Lisa Liggins, Secretary
ONEIDA BUSINESS COMMITTEE

Adopt resolution entitled Oneida Nation Comprehensive Division HUD ONAP Tribal VASH Renewal

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR
Resolution

4. Areas potentially impacted or affected by this request:

- Finance Programs/Services
- Law Office DTS
- Gaming/Retail Boards, Committees, or Commissions
- Other: *Describe*

5. Additional attendees needed for this request:

- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*

6. Supporting Documents:

- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other: *Describe*

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other: *Describe*

8. Submission:

Mark W. Powless

Digitally signed by Mark W. Powless
Date: 2024.07.16 14:50:50 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Cheryl Stevens, Grants Office

A good mind. A good heart. A strong fire.



MEMORANDUM

TO: BC Agenda for July 24, 2024

FROM: Cheryl Stevens, Grants Office

DATE: July 16, 2024

RE: 2025 Tribal HUD Veterans Affairs Supportive Housing Program (VASH) to the U.S Department of Housing and Urban Development's Office of Native American Program.

HUD had notified CHD that they needed a tribal resolution for the Tribal HUD VASH Grant renewal funding for 2025. We didn't need one before but was informed we will this year. The VASH Program continues to assist 20 tribal Veteran families through a voucher program.

GRANT PROPOSAL AUTHORIZATION FORM

ONEIDA GRANTS OFFICE
 PH: (920) 496-7330 FAX: (920) 496-7494

Form instructions: Fill in all information requested. To enter data in the grey areas; a drop down called "form field option" box will appear. In the "items drop-down list" click on which one you want; then click on the "up" arrow move it to the top and click on ok. In the reporting area: Double click on the box you want to put an "x" in. A "check box form field" box will appear, in "under default value" click on "checked" then ok.

PROGRAM INFORMATION

Department: CHD		Division/Non-Division: CHD	
Program: VETERANS AFFAIRS SUPPORTIVE HOUSING PROGRAM		Program Accountant: JEAN VANDYKE	
Person Responsible for proposal development: DANA MCLESTER		Phone:869-6188	
Person Responsible for grant administration: DANA MCLESTER		Phone: 869-6188	
Project Title: VETERANS AFFAIRS SUPPORTIVE HOUSING PROGRAM - VASH			

GRANT INFORMATION

Name of Funding Source: HOUSING & URBAN DEVELOPMENT		Type (pick one): Federal	
Title of Grant: TRIBAL VETERANS AFFAIRS SUPPORTIVE HOUSING PROGRAM		CFDA No: 14.871	
Application Deadline:		Maximum Grant Amount: \$270,000	
Project Period (dates): 7/1/24 – 6/30/25	Budget Period (dates): 7/1/24 – 6/30/25	Type of Project (pick one): Continuation	
Maximum Match Requested (% or \$): 0		Match Type (pick one): None	

Is a Tribal resolution required? If yes, please notify Grants Office immediately. Yes

Will this grant create a: New position No Committee No Commission No Board No

If Yes to new position has HRD been informed? No

If Yes to any of above, has DTS been informed for computer needs? No

If Yes to any of above, has Facilities Management been informed for space needs? No

Will this grant fund an existing position? No Name of Position(s):

If YES, attach draft job description for all grant funded positions.

PLEASE NOTE: Position/employee will be phased out when grant funding ends.

Project Proposal Summary (must answer all these questions): The purpose, benefit(s), where is the match coming from, are there any other programs collaborating, travel justification, position justification, or pertinent information:

The Oneida Nation VASH program will continue to Comprehensive Housing ability to provide 20 rental vouchers for Tribal Veterans. In addition, it will allow for additional vouchers for additional Veterans to be housed within Brown and Outagamie Counties and our service area. Veterans must be a member of a Federally Recognized Tribe.

List any capital expenditures (cap ex), technology expenses & CIP purchases (NOTE: Must follow the appropriate Cap ex, CIP or Technology SOP for each purchase request.): NONE

Vendors: Verified that Vendors contracted with are NOT suspended/debarred: Yes No NA

Reporting: Quarterly Semi-Annually Yearly Narrative Financial

SIGNATURES

Your signature authorizes the person responsible for proposal development to work with the Grants Office when applying for funding and acknowledges your responsibility to successfully administer all requirements of this grant throughout the project period and budget period.

 7/16/24

1. Supervisor Signature Date

SIGNATURE VERIFIES & APPROVES ANY MATCH

 7-16-24

2. Division/Non-Division Director Signature Date

SIGNATURE APPROVES GRANT PROJECT & ANY MATCH

Cheryl Stevens Digitally signed by Cheryl Stevens
Date: 2024.07.16 10:50:07 -05'00'

3. Grants Office Signature Date

FINAL SIGNATURE PRIOR TO OBTAINING OBC SIGNATURES

Revised: 4/22/2021
GO-001

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 07-24-24-X

Oneida Nation Comprehensive Division HUD ONAP Tribal VASH Renewal

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WHEREAS, the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and

WHEREAS, the Oneida General Tribal Council is the governing body of the Oneida Nation; and

WHEREAS, the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and

WHEREAS, the Oneida Nation is committed to the development and maintenance of Oneida housing in order to meet the need of the Oneida community and Veterans; and

WHEREAS, the Oneida Nation is submitting a renewal application for the 2025 Tribal HUD Veterans Affairs Supportive Housing Program (VASH) to the U.S Department of Housing and Urban Development's Office of Native American Programs for the purpose of providing housing and rental assistance to Tribal Veterans in the amount of \$270,000; and

WHEREAS, if awarded, the Oneida Nation will be responsible for compliantly administering the Tribal HUD VASH program for the purpose of providing rental and housing assistance to Tribal Veterans; and

WHEREAS, the Procedural Guidance for Tribal Housing and Urban Development-Veterans Affairs Supportive Housing (Tribal HUD-VASH) Renewal Grant Application requires a Tribal Resolution to evidence a Tribe's Authorization for a Tribal Organization to apply on its behalf, if applicable, as part of the renewal grant application; and

BC Resolution # 07-24-24-X
Oneida Nation Comprehensive Division HUD ONAP Tribal VASH Renewal
Page 2 of 2

28 **NOW THEREFORE BE IT RESOLVED**, that the Oneida Nation submits this resolution for the 2025 Tribal
29 HUD Veterans Affairs Supportive Housing Program (VASH) to the U.S Department of Housing and Urban
30 Development's Office of Native American Programs for the purpose of renewing our current VASH program
31 to help support the housing needs of Tribal Veterans.
32

Adopt resolution entitled Office of Violence Against Women - FY2024 Tribal Sexual Assault Services...

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR
Resolution

4. Areas potentially impacted or affected by this request:

- | | |
|---|---|
| <input type="checkbox"/> Finance | <input checked="" type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> DTS |
| <input type="checkbox"/> Gaming/Retail | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: <i>Describe</i> | |

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List
Name, Title/Entity OR Choose from List

6. Supporting Documents:

- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other: *Describe*

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other: *Describe*

8. Submission:

Mark W. Powless

Digitally signed by Mark W. Powless
Date: 2024.07.16 14:50:50 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Cheryl Stevens, Grants Office

A good mind. A good heart. A strong fire.



MEMORANDUM

TO: BC Agenda for July 24, 2024

FROM: Cheryl Stevens, Grants Office

DATE: July 16, 2024

RE: 2024 Tribal Sexual Assault Services

The Oneida Nation Domestic Violence Program within Family Services recognizes the need to support children, youth and families who are affected by domestic and sexual assault violence, therefore plans to continue services that address the issues of all forms of abuse for our community members. This program is currently running, and this grant will provide for another 3 years of services.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 07-24-24-X
Office of Violence Against Women – FY2024 Tribal Sexual Assault Services Program Grant
Application

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- WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** our Vision is a Nation of strong families built on Tsi?Niyukwliho T^ (Our Ways) and a strong economy; and
- WHEREAS,** the Oneida Nation has determined that the overall goal of the Oneida Nation is to protect, maintain and improve the standard of living and the environment in which the Oneida people live; and
- WHEREAS,** the Oneida Nation has established the Domestic Violence Program within Family Services to address the issues of all forms of abuse, and
- WHEREAS,** the Oneida Business Committee recognizes the need to support children, youth and families who are affected by domestic and sexual assault violence.

BC Resolution # 07-24-24-X
Office of Violence Against Women – FY2024 Tribal Sexual Assault Services Program grant
Page 2 of 2

26 **NOW THEREFORE BE IT RESOLVED**, the Oneida Nation authorizes the Domestic Violence Program to
27 submit a grant application to the Office of Violence Against Women – FY2024 Tribal Sexual Assault
28 Services Program to enhance current sexual assault services and respond to clientele need with additional
29 resources. This grant will help to increase the quality of life of those served using culturally based systems
30 of care to help victims heal from trauma.
31

Adopt resolution entitled Amendments to the Back Pay Law

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Adopt the resolution entitled, Amendments to the Back Pay Law.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|---|---|---|
| <input type="checkbox"/> Bylaws | <input checked="" type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input checked="" type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input checked="" type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input checked="" type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input checked="" type="checkbox"/> Other: Legislative Analysis | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Jameson Wilson, Councilmember

Primary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney



Oneida Nation
 Oneida Business Committee
 Legislative Operating Committee
 PO Box 365 • Oneida, WI 54155-0365
Oneida-nsn.gov



TO: Oneida Business Committee
 FROM: Jameson Wilson, LOC Chairperson
 DATE: July 24, 2024
 RE: Adoption of Amendments to the Back Pay Law

Please find the following attached backup documentation for your consideration of the adoption of amendments to the Back Pay law:

1. Resolution: Amendments to the Back Pay Law
2. Statement of Effect: Amendments to the Back Pay Law
3. Back Pay Law Amendments Legislative Analysis
4. Back Pay Law Amendments Draft (Redline)
5. Back Pay Law Amendments Draft (Clean)
6. Back Pay Law Amendments Fiscal Impact Statement

Overview

Amendments to the Back Pay law are being sought to clarify how the reinstatement of an employee who had involuntary separation is handled, and how back pay is calculated and applied. The purpose of the Back Pay law is to set forth standards used in the reinstatement of an employee and the calculation of back pay for all employees of the Nation in accordance with the Nation's laws. [2 O.C. 206.1-1]. The amendments to the Back Pay law:

- Include a new section in the law which provides for the reinstatement of employee who had involuntary separation overturned and addresses such issues as:
 - Requirement to hold a position pending litigation [2 O.C. 206.4-1];
 - Amending the position description or eliminating the position pending an employee appeal [2 O.C. 206.4-2];
 - Reinstatement to the position the employee was involuntarily separated from [2 O.C. 206.4-3];
- Clarify that back pay calculations shall be made using the employee's last wage in the position which they were terminated from [2 O.C. 206.5-1]; and
- Clarify the circumstances in which an employee is not eligible to work, and therefore is not eligible for back pay [2 O.C. 206.5-2(d)].

The Legislative Operating Committee developed the proposed amendments to the Back Pay law through collaboration with representatives from the Oneida Law Office, Gaming Employee Services, Human Resources Department, and the General Manager. The Legislative Operating Committee held nine (9) work meetings on the development of the amendments to the Back Pay law.

The development of the amendments to the Back Pay law complies with all processes and procedures required by the Legislative Procedures Act, including the development of a legislative

analysis, a fiscal analysis, and the opportunity for public review during a public meeting and public comment period. [1 O.C. 109.6, 109.7, 109.8].

The Legislative Operating Committee held two (2) public meetings on the proposed amendments to the Back Pay law. The first public meeting was held on December 13, 2022. No individuals provided public comments during this public meeting. The public comment period was then held open until December 20, 2022. One (1) submission of written comments was received during this public comment period. The Legislative Operating Committee reviewed and considered the public comments received on February 1, 2023. A second public meeting was held on April 12, 2024. One (1) person provided public comment during this public meeting. The public comment period was then held open until April 19, 2024. No individuals provided written comments during this public comment period. The Legislative Operating Committee reviewed and considered the public comments received on June 11, 2024.

The amendments to the Back Pay law will become effective on August 7, 2024.

Requested Action

Adopt the Resolution: Amendments to the Back Pay Law



Statement of Effect
Amendments to the Back Pay Law

Summary

This resolution adopts amendments to the Back Pay law to clarify how the reinstatement of an employee who had involuntary separation is handled, and how back pay is calculated and applied.

Submitted by: Clorissa N. Leeman, Senior Staff Attorney, Legislative Reference Office

Date: July 10, 2024

Analysis by the Legislative Reference Office

This resolution adopts amendments to the Back Pay law. The purpose of the Back Pay law is to set forth standards used in the reinstatement of an employee and the calculation of back pay for all employees of the Nation in accordance with the Nation's laws. [2 O.C. 206.1-1]. The amendments to the Back Pay law:

- Include a new section in the law which provides for the reinstatement of employee who had involuntary separation overturned and addresses such issues as:
 - Requirement to hold a position pending litigation [2 O.C. 206.4-1];
 - Amending the position description or eliminating the position pending an employee appeal [2 O.C. 206.4-2];
 - Reinstatement to the position the employee was involuntarily separated from [2 O.C. 206.4-3];
- Clarify that back pay calculations shall be made using the employee's last wage in the position which they were terminated from [2 O.C. 206.5-1]; and
- Clarify the circumstances in which an employee is not eligible to work, and therefore is not eligible for back pay [2 O.C. 206.5-2(d)].

Adoption of any legislation is required to comply with the Legislative Procedures Act ("the LPA"), which was adopted by the General Tribal Council through resolution GTC-01-07-13-A for the purpose of providing a standardized process for the adoption of laws of the Nation. [1 O.C. 109.1-1]. The Back Pay law amendments complied with all processes and procedures required by the LPA, including the development of a legislative analysis, a fiscal analysis, and the opportunity for public review during a public meeting and public comment period. [1 O.C. 109.6, 109.7, 109.8].

The Legislative Operating Committee held two (2) public meetings on the proposed amendments to the Back Pay law. The first public meeting was held on December 13, 2022. No individuals provided public comments during this public meeting. The public comment period was then held open until December 20, 2022. One (1) submission of written comments was received during this public comment period. The Legislative Operating Committee reviewed and considered the public comments received on February 1, 2023. A second public meeting was held on April 12, 2024. One (1) person provided public comment during this public meeting. The public comment period was then held open until April 19, 2024. No individuals provided written comments during this

public comment period. The Legislative Operating Committee reviewed and considered the public comments received on June 11, 2024.

The amendments to the Back Pay law will become effective on August 7, 2024.

Conclusion

Adoption of this resolution would not conflict with any of the Nation's laws.

FINANCE ADMINISTRATION
Fiscal Impact Statement



MEMORANDUM

TO: RaLinda Ninham-Lamberies, Chief Financial Officer
 FROM: Rae Skenandore, Senior Analyst/Budget Coordinator
 DATE: June 24, 2024
 RE: **Fiscal Impact of the Amendments to the Back Pay Law**

I. Estimated Fiscal Impact Summary

Law: Amendments to the Back Pay Law		Draft 3
Implementing Agency	Human Resource Department Oneida Law Office Sr. Management or the highest position in the employee’s chain of command. Oneida Nation Judiciary	
Estimated time to comply	10 days, in compliance with the Legislative Procedures Act	
Estimated Impact	Current Fiscal Year	10 Year Estimate
Total Estimated Fiscal Impact	No Fiscal Impact	No Fiscal Impact

II. Background

This Law was adopted by the Oneida Business Committee by resolution BC-05-24-06-PP in 2006 and amended through resolutions BC-06-23-10-F, BC-08-3 13-14-C, and BC-10-26-16-A.

The purpose of the Back Pay law is to set standards for reinstating an employee and calculating back pay. The amendments to the legislation include the following:

- A new section was added to the law to clarify how an employee reinstatement is handled when an involuntary separation is overturned.
- Clarify the wage to be used in calculating back pay.
- Language was added to clarify when an employee is not eligible to work and therefore not eligible for backpay.

III. Methodology and Assumptions

A “Fiscal Impact Statement” means an estimate of the total identifiable fiscal year financial effects associated with legislation and includes startup costs, personnel, office, documentation costs, as well as an estimate of the amount of time necessary for an agency to comply with the Law after implementation.

Finance does NOT identify the source of funding for the estimated cost or allocate any funds to the legislation.

The analysis was completed based on the information provided as of the date of this memo.

III. Executive Summary of Findings

As stated, this Law has been in place since 2016. There are no start-up costs, no increases in personnel are needed, and no increases in office or documentation costs. The implementing agencies are prepared to implement all changes when approved.

III. Financial Impact

There is no fiscal impact of implementing this legislation.

IV. Recommendation

Finance Department does not make a recommendation in regards to course of action in this matter. Rather, it is the purpose of this report to disclose potential financial impact of this legislation, so that the Oneida Business Committee and General Tribal Council has the information with which to render a decision.



BACK PAY LAW AMENDMENTS LEGISLATIVE ANALYSIS

SECTION 1. EXECUTIVE SUMMARY

<i>Analysis by the Legislative Reference Office</i>	
Intent of the Proposed Amendments	<ul style="list-style-type: none"> ▪ Include a new section in the law which provides for the reinstatement of employee who had involuntary separation overturned and addresses such issues as: <ul style="list-style-type: none"> ▪ Requirement to hold a position pending litigation [2 O.C. 206.4-1]; ▪ amending the position description or eliminating the position pending an employee appeal [2 O.C. 206.4-2]; ▪ Reinstatement to the position the employee was involuntarily separated from [2 O.C. 206.4-3]; ▪ Clarify that back pay calculations shall be made using the employee’s last wage in the position which they were terminated from [2 O.C. 206.5-1]; ▪ Clarify the circumstances in which an employee is not eligible to work, and therefore is not eligible for back pay [2 O.C. 206.5-2(d)].
Purpose	The purpose of this law is to set forth standards used in the reinstatement of an employee and the calculation of back pay for all employees of the Nation in accordance with the Nation’s law. [2 O.C. 206.1-1].
Affected Entities	Oneida Law Office, General Manager, Gaming General Manager, Retail General Manager, Human Resources Department Executive Director, Oneida Nation Judiciary, Employees of the Nation
Public Meeting	A public meeting was held on December 13, 2022, with a public comment period held open until December 20, 2022. An additional public meeting was held on April 12, 2024, with a public comment period held open until April 19, 2024.
Fiscal Impact	The Finance Administration provided a fiscal impact statement on July 2, 2024.

SECTION 2. LEGISLATIVE DEVELOPMENT

- 1
- 2 **A. Background.** The Back Pay law was originally adopted by the Oneida Business Committee in 2006
- 3 through resolution BC-05-24-06-PP, and then amended through resolutions BC-06-23-10-F, BC-08-
- 4 13-14-C, and BC-10-26-16-A. The purpose of the Back Pay law is to set forth standards used in the
- 5 reinstatement of an employee and the calculation of back pay for all employees of the Nation in
- 6 accordance with the Nation’s law. [2 O.C. 206.1-1]. It is the policy of the Nation to have consistent
- 7 and standard procedures for the management of employee reinstatement and back pay. [2 O.C. 206.1-
- 8 2].
- 9 **B. Request for Amendments.** On the September 14, 2022, the Oneida Business Committee adopted a
- 10 motion to request the Legislative Operating Committee consider amendments to the Back Pay law. The
- 11 Legislative Operating Committee added this legislative item to its Active Files List on September 21,
- 12 2022.
- 13
- 14

15 SECTION 3. CONSULTATION AND OUTREACH

16 A. Representatives from the following departments or entities participated in the development of the
17 amendments to the Back Pay law and this legislative analysis:

- 18 ▪ Oneida Law Office;
- 19 ▪ Human Resources Department;
- 20 ▪ General Manager; and
- 21 ▪ Gaming Employee Services.

22 B. The following laws were reviewed in the drafting of this analysis:

- 23 ▪ Back Pay law;
- 24 ▪ Oneida Personnel Policies and Procedures;
- 25 ▪ Drug and Alcohol Free Workplace law;
- 26 ▪ Furlough law; and
- 27 ▪ Investigative Leave Policy.

28

29 SECTION 4. PROCESS

30 A. The development of the proposed amendments to the Back Pay law complies with the process set forth
31 in the Legislative Procedures Act (LPA).

- 32 ▪ On September 14, 2022, the Oneida Business Committee adopted a motion to request the
33 Legislative Operating Committee to add the Back Pay Policy to the active files agenda and to
34 release the confidential memo to the Legislative Reference Office as a confidential document.
- 35 ▪ On September 21, 2022, the Legislative Operating Committee added the Law to its Active Files
36 List.
- 37 ▪ On October 5, 2022, the Legislative Operating Committee approved the draft of the proposed
38 amendments to the Back Pay law and directed that a legislative analysis be developed.
- 39 ▪ On October 19, 2022, the Legislative Operating Committee approved the updated draft and
40 legislative analysis.
- 41 ▪ On November 2, 2022, the Legislative Operating Committee approved the public meeting
42 packet and forwarded the Back Pay law amendments to a public meeting to be held on
43 December 13, 2022.
- 44 ▪ The public meeting was held on December 13, 2022, in person in the Norbert Hill Center and
45 on Microsoft Teams. No individuals provided public comment during the public meeting.
- 46 ▪ The public comment period was held open until December 20, 2022. One (1) submission of
47 written comments was received during the public comment period.
- 48 ▪ On February 1, 2023, the Legislative Operating Committee to accepted the public comments
49 and the public comment review memorandum and deferred these items to a work meeting for
50 further consideration. The Legislative Operating Committee reviewed and considered these
51 comments later that same day.
- 52 ▪ On February 15, 2023, the Legislative Operating Committee accepted the updated public
53 comment review memorandum.
- 54 ▪ On October 4, 2023, the Legislative Operating Committee read the Back Pay law
55 amendments to its Active Files List for the 2023-2026 legislative term.
- 56 ▪ On March 6, 2024, the Legislative Operating Committee approved the updated materials
57 contained in the public meeting packet for the Back Pay law amendments, and forwarded the
58 Back Pay law amendments to a public meeting to be held on April 12, 2024.

- 59 ▪ On April 12, 2024, a public meeting was held regarding the proposed amendments to the Back
- 60 Pay law. One (1) person provided public comment during this public meeting.
- 61 ▪ On April 19, 2024, the public comment period for the proposed amendments to the Back Pay
- 62 law closed. No individuals provided written comments during the public comment period.
- 63 ▪ On June 5, 2024, the Legislative Operating Committee accepted the public comments and the
- 64 public comment review memorandum and deferred these items to a work meeting for further
- 65 consideration.
- 66 ▪ On June 11, 2024, the Legislative Operating Committee reviewed and considered the public
- 67 comments received.
- 68 ▪ On June 19, 2024, the Legislative Operating Committee approved the updated public comment
- 69 review memorandum, draft, and legislative analysis; and approved the fiscal impact statement
- 70 request memorandum and forwarded the materials to the Finance Department directing that a
- 71 fiscal impact statement be prepared and submitted to the LOC by July 3, 2024.
- 72 ▪ On July 2, 2024, the Finance Administration provided the Legislative Operating Committee
- 73 the fiscal impact statement for the proposed amendments to the Law.
- 74 **B.** At the time this legislative analysis was developed the following work meetings had been held
- 75 regarding the development of the amendments to this Law:
- 76 ▪ September 29, 2022: LOC work session;
- 77 ▪ October 13, 2022: LOC work session;
- 78 ▪ February 1, 2023: LOC work session;
- 79 ▪ March 14, 2023: LOC work session with HRD.
- 80 ▪ January 3, 2024: LOC work session.
- 81 ▪ January 17, 2024: LOC work session.
- 82 ▪ February 1, 2024: LOC work session.
- 83 ▪ February 20, 2024: LOC work session with HRD, Oneida Law Office, General Manager, and
- 84 Gaming Employee Services.
- 85 ▪ June 11, 2024: LOC work session.
- 86 ▪ July 11, 2024: LOC work session.

Back Pay Statistics

88 Employees of the Nation may receive back pay for a couple different reasons such as (1) overturned
89 suspensions, separations, and employment terminations; (2) an investigative leave that ends with the
90 employee returning to their position with no discipline; and (3) missed work time for reasonable suspicion
91 drug test that produces a negative result.

92
93
94 Below please find some statistics provided by the Oneida Law Office regarding employment appeals and
95 back pay awards related to each reason listed above.
96

Employment Appeals since January 1, 2022	
Appealed Terminations/Separations	21
Appealed Suspension	18
Back Pay Payments Since January 1, 2022	
Overtured Termination/Separation	9
Overtured Suspension	6
Return from Investigative Leave – No Discipline	1
Return from Drug Test with Negative Result	1

97
98
99

SECTION 5. CONTENTS OF THE LEGISLATION

A. *Holding a Position Pending Appeals and Reinstatement.* A new section added to the Law through these amendments addresses reinstatement of an employee who was involuntarily separated. [2 O.C. 206.4]. This new section requires that when an employee is involuntarily separated and thereafter appeals said involuntary separation, the disciplining supervisor may only fill the employee's former position with an interim or temporary employee until the appeal has fully run its course, which includes any appeal timelines to the area manager, the Trial Court, or the Appellate Court. [2 O.C. 206.4-1]. Additionally, this section of the Law provides that notwithstanding the requirement to hold an employee's position pending the employee's appeal as provided in section 206.4-1, a supervisor or business unit may amend the affected position description or eliminate the affected position while an employment appeal is pending to respond to extreme financial distress that could negatively impact the Nation. [2 O.C. 206.4-2]. Extreme financial distress is defined to mean a situation in which an entity cannot generate sufficient revenues or income, making it unable to meet or pay its financial obligations, due to situations including, but is not limited to, natural or human-made disasters; United States Government shutdown; emergency proclamations; and economic downturn. [2 O.C. 206.3-1(g)]. The determination to amend an affected position description or eliminate an affected position is then required to be approved by the Human Resources Department Executive Director and either the General Manager, Gaming General Manager, Retail General Manager, or the highest position in the employee's chain of command for non-divisional employees. [2 O.C. 206.4-2(a)]. This new section then goes on to provide that should an employee's appeal of an involuntary separation result in the separation being overturned, the reviewing party shall order the employee be reinstated to the position from which the employee was involuntary separated. [2 O.C. 206.4-3]. In the event the position the employee was involuntarily separated from has been eliminated, or the employee is no longer eligible for the position based on amendments to the position description, the order to reinstate shall be deemed satisfied and the back pay end date shall be the date of the reviewing party's decision. [2 O.C. 206.4-3(a)].

- *Effect.* The overall purpose of this new section to the Law is to provide direction and clarification on how the reinstatement of an employee who had an involuntary separation overturned is handled, so that it can be handled in a consistent manner throughout the Nation.

B. *Back Pay Calculations.* The proposed amendments to the Law clarify that back pay calculations shall be made using the employee's last wage in the position which they were involuntarily separated from. [2 O.C. 206.5-1].

- *Effect.* This provision of the Law clarifies what wage of an employee should be used when calculating back pay.

132

133 C. ***Explanation of When an Employee is Not Eligible to Work.*** The Law provides that the Nation shall
 134 not include time when an employee would not have been eligible to work in the calculation of any back
 135 pay amount. [2 O.C. 206.5-2(d)]. The proposed amendments to the Law provides greater clarification
 136 by providing a list of examples of when an employee is not eligible to work, which includes such
 137 circumstances such as when an employee is on layoff or furlough status at the time of termination;
 138 when a position is eliminated or inactive as part of the Nation’s response extreme financial distress;
 139 when an employee would have been on medical leave at the time of the involuntary separation; and
 140 when an employee would otherwise not be eligible to work in the position from which they were
 141 separated from in accordance with the position description based on applicable grant requirements
 142 when a position is grant funded, applicable laws of the Nation, including, but not limited to, the Vehicle
 143 Driver Certification and Fleet Management law, and a criminal conviction. [2 O.C. 206.5-2(d)(1)-(4)].
 144 ■ *Effect.* This provision of the Law clarifies when it should be considered that an employee is not
 145 eligible to work, and therefore is not eligible for back pay.

146

147 SECTION 6. EXISTING LEGISLATION

148 A. ***Related Legislation.*** The following laws of the Nation are related to the Back Pay law:
 149 ■ *Oneida Personnel Policies and Procedures.* The purpose of the Oneida Personnel Policies and
 150 Procedures is to provide for the Nation’s employee related policies and procedures including
 151 recruitment, selection, compensation and benefits, employee relations, safety and health, program
 152 and enterprise rules and regulations, and record keeping.
 153 ■ Section V.D of the Oneida Personnel Policies and Procedures specifically addresses
 154 complaints, disciplinary actions and grievances. Section V.D.6 provides that any employee
 155 who receives a disciplinary action which he/she believes is unfair may grieve the action.
 156 Section V.D.6.f.5 then provides that the Oneida Personnel Commission may: uphold the
 157 disciplinary action; or overturn the disciplinary action and either reinstate the employee with
 158 full back pay for any lost time or reinstate the employee without back pay.
 159 ■ The Back Pay law will now address the reinstatement of an employee who has an involuntary
 160 separation overturned in section 206.4, as well as provide greater clarification on how back pay
 161 is calculated in section 206.5.
 162 ■ *Drug and Alcohol Free Workplace Law.* It is the policy of the Nation to establish a drug and
 163 alcohol-free workplace program that balances respect for individuals with the need to maintain an
 164 alcohol and drug-free environment. [2 O.C. 202.1-1].
 165 ■ The Drug and Alcohol Free Workplace law provides that it is the employee’s responsibility to
 166 cooperate with the requests made by Employee Health Nursing and the Medical Review
 167 Officer. [2 O.C. 202.5-2(e)]. An employee who fails to cooperate and does not contact the
 168 Medical Review Officer within twenty-four (24) hours of receiving contact shall not receive
 169 back pay for any time between the date the Medical Review Officer placed the call until the
 170 time the employee does return the call of the Medical Review Officer. *Id.*
 171 ■ The Drug and Alcohol Free Workplace law provides that during drug and alcohol testing for
 172 reasonable suspicion, an employee shall be immediately removed from duty without pay at the
 173 time of initiation of the reasonable suspicion drug and alcohol testing and specimen collection
 174 until the employer is notified by Employee Health Nursing of negative results on both the drug
 175 and alcohol tests, or Medical Review Officer verified negative test results. [2 O.C. 202.10-2].

- 176 If the employee is reinstated after confirmation of drug and alcohol testing results, back pay
177 shall be provided in accordance with the Back Pay law. [2 O.C. 202.10-3].
- 178 ■ *Furlough Law.* The purpose of the Furlough law is to enable the Nation to implement a furlough
179 program in response to an interruption of governmental revenues or operations, insufficient treasury
180 funds or other emergencies/ unplanned events as determined by the Oneida Business Committee in
181 accordance with this law; establish a consistent and equitable process for implementation of a
182 furlough program; and incorporate Indian preference into the furlough program and require that it
183 be applied in accordance with this law. [2 O.C. 205.1-1].
 - 184 ■ The Furlough law provides that except when an employee successfully appeals being placed
185 on furlough status in violation of this law, employees placed in furlough status shall not be
186 eligible for back pay upon their return to work. [2 O.C. 205.8-6].
 - 187 ■ *Investigative Leave Policy.* The purpose of the Investigative Leave Policy is to address
188 investigative leave for employees undergoing work-related investigations. [2 O.C. 208.1-1].
 - 189 ■ The Investigative Leave Policy provides that an employee placed on investigative leave shall
190 not receive any wages or benefits unless placed in an alternative work assignment, and that if
191 the employee refuses the alternative work assignment and is returned to work, the employee
192 shall not receive any back pay or benefits. [2 O.C. 208.10-2].
 - 193 ■ The Investigative Leave Policy provides that an employee shall receive back pay and benefits
194 for the time the employee was on investigative leave pursuant to the Back Pay law if all of the
195 following occur: the employee was not offered an alternative work assignment when placed on
196 investigative leave; the employee is returned to his or her position; and the employee is not
197 disciplined based on the investigation. [2 O.C. 208.10-4].

198

199 SECTION 7. OTHER CONSIDERATIONS

200 A. *Fiscal Impact.* Under the Legislative Procedures Act, a fiscal impact statement is required for all
201 legislation except emergency legislation [1 O.C. 109.6-1]. Oneida Business Committee resolution BC-
202 10-28-20-A titled, “*Further Interpretation of ‘Fiscal Impact Statement’ in the Legislative Procedures*
203 *Act,*” provides further clarification on who the Legislative Operating Committee may direct complete
204 a fiscal impact statement at various stages of the legislative process, as well as timeframes for
205 completing the fiscal impact statement.

- 206 ■ *Conclusion.* On July 2, 2024, the Finance Administration provided the Legislative Operating
207 Committee with a fiscal impact statement for the proposed amendments to the Law. Please see the
208 fiscal impact statement for further information.

209

Title 2. Employment – Chapter 206

~~BACK PAY~~

Tashakotikályahke? kayanl\hsla?

back pay law

BACK PAY AND REINSTATEMENT

~~206.1. Purpose and Policy~~

~~206.2. Adoption, Amendment, Appeal~~

~~206.3. Definitions~~

~~206.4. Back Pay Calculation~~

~~206.5. Back Pay Process~~

~~206.1. Purpose and Policy~~

~~206.2. Adoption, Amendment, Appeal~~

~~206.3. Definitions~~

~~206.4. Holding a Position Pending Appeals and Reinstatement~~

~~206.5. Back Pay Calculation~~

~~206.6. Back Pay Process~~

1

2 **206.1. Purpose and Policy**

3 206.1-1. Purpose. The purpose of this law is to set forth standards used in the reinstatement of a
4 employee, and the calculation of back pay for all employees of the Nation in accordance with the
5 Nation’s law.

6 206.1-2. Policy. It is the policy of the Nation to have consistent and standard procedures for the
7 management of employee reinstatement and back pay.

8

9 **206.2. Adoption, Amendment, ~~Appeal~~ Repeal**

10 206.2-1. This law was adopted by the Oneida Business Committee by resolution BC-5-24-06-PP
11 and amended by resolutions BC-06-23-10-F, BC-08-13-14-C~~and~~, BC-10-26-16-A~~,~~ and BC- -
12 - - -.

13 206.2-2. This law may be amended or repealed by the Oneida Business Committee or the Oneida
14 General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

15 206.2-3. Should a provision of this law or the application thereof to any person or circumstances
16 be held as invalid, such invalidity shall not affect other provisions of this law which are considered
17 to have legal force without the invalid portions.

18 206.2-4. In the event of a conflict between a provision of this law and a provision of another law,
19 the provisions of this law shall control.

20 206.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.

21

22 **206.3. Definitions**

23 206.3-1. This section shall govern the definitions of words and phrases used within this law. All
24 words not defined herein shall be used in their ordinary and everyday sense.

25 (a) “Appellate Court” means the branch of the Nation’s Judiciary delegated the authority
26 of final appeals within the Nation’s Judiciary, as authorized by Oneida General Tribal
27 Council resolution GTC-03-19-17-A in accordance with Article V of the Constitution and
28 Bylaws of the Oneida Nation.

29 ~~(a)~~(b) “Advocate” means a non-attorney person as provided by law and other person who
30 is admitted to practice law and is presented to the court as the representative or advisor to
31 a party.

32 ~~(b)~~(c) “Back pay” means money damages owed to the employee for a salary or wage to
33 compensate the employee as determined by the formulas set forth within this law.

34 ~~(c)~~(d) “Consequential damages” means damages that are not a direct and immediately

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35 result of an act, but a consequence of the initial act, including but not limited to penalties
36 on early withdrawal of retirement account.

37 ~~(d) “Consultant” means a professional who is contracted externally whose expertise is
38 provided on a temporary basis for a fee.~~

39 (e) “Earnings” includes vacation/ or personal time, shift differential, holiday pay, merit
40 increases, bonuses and incentives, employment benefits and income received during the
41 back pay period.

42 (f) “Employee” means any individual who is employed by the Nation and is subject to the
43 direction and control of the Nation with respect to the material details of the work
44 performed, or who has the status of an employee under the usual common law rules
45 applicable to determining the employer-employee relationship. “Employee” includes, but
46 is not limited to, an individual employed by any program or enterprise of the Nation, but
47 does not include elected or appointed officials, or individuals employed by a Tribally
48 Chartered Corporation.— For purposes of this law, individuals employed under an
49 employment contract as a limited term employee are employees of the Nation, not
50 consultants.

51 (g) “Extreme financial distress” means a situation in which an entity cannot generate
52 sufficient revenues or income, making it unable to meet or pay its financial obligations,
53 due to situations including, but is not limited to:

54 (1) natural or human-made disasters;

55 (2) United States Government shutdown;

56 (3) emergency proclamations; and

57 (4) economic downturn.

58 ~~(g)~~(h) “Involuntarily separated” means an employee removed from employment through
59 whatever means, other than a layoff, by the employer. This shall include, but is not limited
60 to, investigative leave, suspension or termination.

61 ~~(h)~~(i) “Judiciary” means Oneida Nation Judiciary, which is the judicial system that was
62 established by Oneida General Tribal Council resolution GTC-01-07-13-B, and then later
63 authorized to administer the judicial authorities and responsibilities of the Nation by
64 Oneida General Tribal Council resolution GTC-03-19-17-A in accordance with Article V
65 of the Constitution and Bylaws of the Oneida Nation.

66 ~~(i)~~(j) “Nation” means the Oneida Nation.

67 ~~(j)~~(k) “Punitive damages” means monetary compensation awarded to an injured party that
68 goes beyond that which is necessary to compensate the individual for losses and that is
69 intended to punish the other party.

70 (l) “Reviewing party” means the area manager or the Trial Court.

71 (m) “Trial Court” means the Trial Court of the Oneida Nation Judiciary authorized to
72 administer the judicial authorities and responsibilities of the Nation by Oneida General
73 Tribal Council resolution GTC-03-19-17-A in accordance with Article V of the
74 Constitution and Bylaws of the Oneida Nation.

75 76 **206.4. Holding a Position Pending Appeals and Reinstatement**

77 206.4-1. Requirement to Hold the Position Pending Litigation. When an employee is involuntarily
78 separated and thereafter appeals said involuntarily separation, the disciplining supervisor may only
79 fill the employee's former position with an interim or temporary employee until the appeal has
80 fully run its course, which includes any appeal timelines to the area manager, the Trial Court, or
81 the Appellate Court.

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82 206.4-2. Amending the Position Description or Eliminating the Position Pending an Employee
83 Appeal. Notwithstanding the requirement to hold an employee's position pending an employee's
84 appeal as provided in section 206.4-1, a supervisor or business unit may amend the affected
85 position description or eliminate the affected position while an employment appeal is pending to
86 respond to extreme financial distress that could negatively impact the Nation.

87 (a) The determination to amend an affected position description or eliminate an affected
88 position shall be approved by the Human Resources Executive Director and either the:

89 (1) General Manager;

90 (2) Gaming General Manager;

91 (3) Retail General Manager; or

92 (4) the highest position in the employee's chain of command for non-divisional
93 employees.

94 206.4-3. Reinstatement to the Position the Employee was Involuntarily Separated From. Should
95 an employee's appeal of an involuntary separation result in the involuntary separation being
96 overturned, the reviewing party shall order the employee be reinstated to the position from which
97 the employee was involuntarily separated.

98 (a) In the event the position the employee was involuntarily separated from has been
99 eliminated, or the employee is no longer eligible for the position based on amendments to
100 the position description, the order to reinstate shall be deemed satisfied and the back pay
101 end date shall be the date of the reviewing party's decision.

103 **206.5. Back Pay Calculation**

104 206.4-1. Back Pay Limitations. Back pay shall only include the items identified calculations shall
105 be made using the employee's last wage in the position which they were involuntarily separated
106 from. Back pay, in all circumstances, shall be limited to the calculation set forth in this Section as
107 they relate to the employee. section. Back pay shall include and be subject to the following as it is
108 related to the employee:

109 (a) Vacation/ and Personal Time Accrual. Employees shall receive prorated credit for
110 vacation/ and personal time which would have accrued during the back pay period.

111 (1) Reinstated employees shall be credited for vacation/ and personal time. -If the
112 crediting of vacation/ and personal time would result in the employee exceeding
113 the accrual cap pursuant to the Nation's laws, rules and policies, then any amount
114 over that cap shall be provided as a cash payout. Non-reinstated employees shall
115 be paid out vacation/ and personal time in lieu of crediting personal/ and vacation
116 time.

117 (b) Shift Differential. Shift differential shall be included in the back pay amount to the
118 extent it is a part of the employee's regularly scheduled hours.

119 (c) Tips. If the employee received pooled tips at the time of involuntary separation, tips
120 shall be included in the total back pay amount at the same tip rate that other employees in
121 the same position and on the same shift received on the same dates.

122 (1) If the employee received individual tips at the time of involuntary separation,
123 the employee shall be ineligible for tips during the back pay period.

124 (d) Holiday Pay. Holiday pay shall be included in the back pay amount to the extent the
125 employee would have received such pay if the employee had not been involuntarily
126 separated.

127 (e) Merit Increases. The hourly rate used to calculate back pay shall be increased
128 according to the merit increase system/ or standard used by the employee's supervisor

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2024 07 17

129 during the back pay period and ~~will~~shall include any increases from Oneida Business
130 Committee or General Tribal Council directives.

131 (1) The effective date of the employee's merit increase shall be the same as the
132 effective date for other employees in the same department. ~~Retroactive~~ increases
133 shall be calculated back to the retroactive date used for other employees in the same
134 department.

135 (2) The most recent performance review issued to the employee prior to being
136 involuntarily separated shall be used to determine the level of merit increase.
137 However, if the employee appealed the performance review to the Human Resource
138 Department Manager prior to involuntary separation, a method under the Nation's
139 laws, rules and policies shall be used to determine the merit increase.

140 (f) *Bonuses and Incentives.* All bonus and incentive payments for which the employee
141 would have been eligible during the back pay period shall be included in the total back pay
142 amount, except for non-monetary gifts distributed by the Nation to all employees (e.g.
143 winter gift) or other non-monetary benefits, such as clothing allowance.

144 (g) *Employment Benefits.* Employee benefits shall be subject to the provisions in this
145 section.

146 (1) *Insurance Benefits.* Coverage by the Nation for health insurance, dental
147 insurance, vision insurance, life insurance, long-term disability and short-term
148 disability coverage shall continue during an involuntary separation, except in the
149 event of a termination where the coverage ~~will~~shall discontinue. ~~The Nation shall~~
150 deduct the employee's share of premiums paid from any back pay award.

151 (A) If the employee's circumstances have changed during the back pay period
152 and such circumstances affect the employee's insurance needs, the employee
153 shall notify the Nation of such changes at the time of reinstatement.

154 (B) An employee who is reinstated shall sign a waiver from Purchased
155 Referred Care authorizing a review of the back pay period to determine if
156 Purchased Referred Care services were rendered. ~~If Purchased Referred Care~~
157 determines services were rendered during the back pay period, an employee
158 shall timely submit insurance information to Purchased Referred Care in
159 order for Purchased Referred Care to retroactively bill the insurance provider
160 to recoup funds for those services rendered during the back pay period.

161 (C) If the employee refuses to sign an authorization waiver from Purchased
162 Referred Care, the employee ~~will~~shall not be eligible to receive any back pay
163 award.

164 (2) *Flexible Benefit Plan Contributions.* If a terminated employee was contributing
165 to the Nation's flexible benefit plan at the time of termination, the status of the
166 employee's flex benefit plan shall be subject to the provisions of the Internal
167 Revenue Code.

168 (3) *Retirement Benefit Contributions.* In the event the employee was participating
169 in the Nation's retirement plan at the time of involuntary separation, the employee
170 shall be responsible for contacting the retirement plan administrator and
171 reactivating contributions.

172 (A) The employee may choose whether to have the employee's contribution
173 to the retirement plan that would have been made during the back pay period
174 deducted from the total back pay amount and deposited into the employee's
175 retirement account.

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176 (B) If the employee was eligible for employer matching contributions at the
177 time of involuntary separation and the employee chooses to make a
178 contribution through back pay, the Nation shall contribute the employer
179 match into the employee's retirement account.

180 (C) If the employee was not participating in the Nation's retirement plan or
181 chooses not to make contributions through the back pay process, then the
182 Nation shall not make employer match contributions into the employee's
183 retirement account.

184 (h) *Income Received During the Back Pay Period.*

185 (1) *Unemployment Benefits.* Depending upon the unemployment compensation
186 financing option elected by the Nation, either:

187 (A) Any unemployment compensation paid by the Nation to the State of
188 Wisconsin for an involuntarily separated employee shall be deducted from
189 the employee's back pay award; or

190 (B) The employee is directly responsible for the reimbursement to the State
191 of Wisconsin. ~~The Nation shall send a copy of the completed and signed~~
192 settlement agreement to the appropriate state department. The state then may
193 determine the amount, if any, of unemployment compensation benefits
194 received during the back pay period should be repaid.

195 (2) *Income Received Through Employment.* Except as provided in section 4206.5-
196 1(h)(2)(B), income earned by an employee during the back pay period shall be
197 deducted from the total back pay amount.

198 (A) The employee shall provide information to verify the amount of or lack
199 of earned income and sign an affidavit attesting to the amount of or lack of
200 earned income.

201 (B) If the employee worked an additional job prior to being involuntarily
202 separated and continued working in the same capacity, the income earned
203 from that employment shall not be deducted from the total back pay amount
204 to the extent that the income is consistent with pre-involuntary separation
205 earnings. Where the employee worked the additional job, the employee shall
206 provide information from the employer to verify the income earned before
207 and during the back pay period.

208 206.45-2. Payments Not Allowed. The Nation shall not include the following in any back pay
209 amount:

210 (a) Punitive damages;

211 (b) Consequential damages;

212 (c) Attorney's or advocate's fees;

213 (d) Time when the employee would not have been eligible to work; An employee is not
214 eligible to work in circumstances including, but not limited to, the following:

215 (1) When an employee is on layoff or furlough status at the time of involuntary
216 separation;

217 (2) When a position is eliminated or inactive as part of the Nation's response to
218 extreme financial distress;

219 (3) When an employee would have been on medical leave at the time of involuntary
220 separation; and

221 (4) When an employee would otherwise not be eligible to work in the position from
222 which they were separated from in accordance with the position description based

223 on:
 224 (A) applicable grant requirements when the position is grant funded;
 225 (B) applicable laws of the Nation including, but not limited to, the Vehicle
 226 Driver Certification and Fleet Management law; and
 227 (C) a criminal conviction;

228 (e) Monies normally paid for additional duties while working where an alternate employee
 229 assumed that function while the employee was involuntarily separated, unless the
 230 additional duties are a part of such involuntarily separated employee’s regular schedule.

231 **206.45-3. Back Pay Period.** Calculation of back pay begins on the day the employee is
 232 involuntarily separated and ends on the day the employee is reinstated.

233 (a) If the employee is reinstated but refuses to return to work, the back pay period ends on
 234 the date reinstatement would have taken effect, but was refused by the employee.

235 (b) Back pay shall be calculated by taking the employee’s average hours worked during
 236 the fifty-two (52) week period immediately preceding the date of the involuntary separation
 237 and divide that amount by the number of weeks worked.

238 (1) If the employment prior to the involuntary separation was less than fifty-two
 239 (52) weeks, the back pay shall be calculated by taking the employee’s average hours
 240 worked and divide that amount by the number of weeks worked.

241 (2) If the involuntary separation period involves a fractional week, the indemnity
 242 shall be paid for each day of a fractional week at the rate of the average number
 243 of hours worked per day immediately prior to the involuntary separation. For the
 244 purposes of this section, immediately prior means the twelve (12) full work weeks
 245 immediately preceding the involuntary separation. Provided that, under extenuating
 246 circumstances related to business needs of the Nation wherein the Oneida Law
 247 Office determines that considering hours worked per day immediately prior would
 248 be unfair, an alternative reasonable timeframe may be used.

249
 250 **206.56. Back Pay Process**

251 **206.56-1.** The Oneida Law Office shall develop necessary forms and procedures for the purpose
 252 of implementing this law.

253 **206.56-2.** Internal departments shall cooperate as necessary with the Oneida Law Office in
 254 providing information needed to assemble and prepare the back pay agreement.

255 **206.56-3.** A reasonable effort shall be made to complete the back pay agreement within thirty (30)
 256 calendar days, starting the day after the party to the grievance action provides to the Oneida Law
 257 Office a judgment ordering back pay or the results of an investigation or test showing the employee
 258 is cleared of any wrongdoing.

259 **206.56-4.** An employee not receiving back pay in accordance with the back pay agreement may
 260 seek enforcement by the Judiciary.

261
 262 *End.*
 263

264 Adopted - BC-~~505~~-24-06-PP
 265 Amended - BC-06-23-10-F
 266 Amended - BC-08-13-14-C
 267 Amended - BC-10-26-16-A
 268 Amended - BC- - - -

Title 2. Employment – Chapter 206
Tashakotikáyahke? kayanl/ksla?
back pay law
BACK PAY AND REINSTATEMENT

206.1. Purpose and Policy	206.5. Back Pay Calculation
206.2. Adoption, Amendment, Appeal	206.6. Back Pay Process
206.3. Definitions	
206.4. Holding a Position Pending Appeals and Reinstatement	

1
2 **206.1. Purpose and Policy**
3 206.1-1. *Purpose.* The purpose of this law is to set forth standards used in the reinstatement of a
4 employee, and the calculation of back pay for all employees of the Nation in accordance with the
5 Nation’s law.
6 206.1-2. *Policy.* It is the policy of the Nation to have consistent and standard procedures for the
7 management of employee reinstatement and back pay.
8
9 **206.2. Adoption, Amendment, Repeal**
10 206.2-1. This law was adopted by the Oneida Business Committee by resolution BC-5-24-06-PP
11 and amended by resolutions BC-06-23-10-F, BC-08-13-14-C, BC-10-26-16-A, and BC-__-__-__-
12 __.
13 206.2-2. This law may be amended or repealed by the Oneida Business Committee or the Oneida
14 General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.
15 206.2-3. Should a provision of this law or the application thereof to any person or circumstances
16 be held as invalid, such invalidity shall not affect other provisions of this law which are considered
17 to have legal force without the invalid portions.
18 206.2-4. In the event of a conflict between a provision of this law and a provision of another law,
19 the provisions of this law shall control.
20 206.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.
21
22 **206.3. Definitions**
23 206.3-1. This section shall govern the definitions of words and phrases used within this law. All
24 words not defined herein shall be used in their ordinary and everyday sense.
25 (a) “Appellate Court” means the branch of the Nation’s Judiciary delegated the authority
26 of final appeals within the Nation’s Judiciary, as authorized by Oneida General Tribal
27 Council resolution GTC-03-19-17-A in accordance with Article V of the Constitution and
28 Bylaws of the Oneida Nation.
29 (b) “Advocate” means a non-attorney person as provided by law and other person who is
30 admitted to practice law and is presented to the court as the representative or advisor to a
31 party.
32 (c) “Back pay” means money damages owed to the employee for a salary or wage to
33 compensate the employee as determined by the formulas set forth within this law.
34 (d) “Consequential damages” means damages that are not a direct and immediately result
35 of an act, but a consequence of the initial act, including but not limited to penalties on early
36 withdrawal of retirement account.
37 (e) “Earnings” includes vacation or personal time, shift differential, holiday pay, merit

38 increases, bonuses and incentives, employment benefits and income received during the
39 back pay period.

40 (f) "Employee" means any individual who is employed by the Nation and is subject to the
41 direction and control of the Nation with respect to the material details of the work
42 performed, or who has the status of an employee under the usual common law rules
43 applicable to determining the employer-employee relationship. "Employee" includes, but
44 is not limited to, an individual employed by any program or enterprise of the Nation but
45 does not include elected or appointed officials, or individuals employed by a Tribally
46 Chartered Corporation. For purposes of this law, individuals employed under an
47 employment contract as a limited term employee are employees of the Nation, not
48 consultants.

49 (g) "Extreme financial distress" means a situation in which an entity cannot generate
50 sufficient revenues or income, making it unable to meet or pay its financial obligations,
51 due to situations including, but is not limited to:

- 52 (1) natural or human-made disasters;
- 53 (2) United States Government shutdown;
- 54 (3) emergency proclamations; and
- 55 (4) economic downturn.

56 (h) "Involuntarily separated" means an employee removed from employment through
57 whatever means, other than a layoff, by the employer. This shall include, but is not limited
58 to investigative leave, suspension or termination.

59 (i) "Judiciary" means Oneida Nation Judiciary, which is the judicial system that was
60 established by Oneida General Tribal Council resolution GTC-01-07-13-B, and then later
61 authorized to administer the judicial authorities and responsibilities of the Nation by
62 Oneida General Tribal Council resolution GTC-03-19-17-A in accordance with Article V
63 of the Constitution and Bylaws of the Oneida Nation.

64 (j) "Nation" means the Oneida Nation.

65 (k) "Punitive damages" means monetary compensation awarded to an injured party that
66 goes beyond that which is necessary to compensate the individual for losses and that is
67 intended to punish the other party.

68 (l) "Reviewing party" means the area manager or the Trial Court.

69 (m) "Trial Court" means the Trial Court of the Oneida Nation Judiciary authorized to
70 administer the judicial authorities and responsibilities of the Nation by Oneida General
71 Tribal Council resolution GTC-03-19-17-A in accordance with Article V of the
72 Constitution and Bylaws of the Oneida Nation.

73

74 **206.4. Holding a Position Pending Appeals and Reinstatement**

75 206.4-1. *Requirement to Hold the Position Pending Litigation.* When an employee is involuntarily
76 separated and thereafter appeals said involuntarily separation, the disciplining supervisor may only
77 fill the employee's former position with an interim or temporary employee until the appeal has
78 fully run its course, which includes any appeal timelines to the area manager, the Trial Court, or
79 the Appellate Court.

80 206.4-2. *Amending the Position Description or Eliminating the Position Pending an Employee*
81 *Appeal.* Notwithstanding the requirement to hold an employee's position pending an employee's
82 appeal as provided in section 206.4-1, a supervisor or business unit may amend the affected
83 position description or eliminate the affected position while an employment appeal is pending to
84 respond to extreme financial distress that could negatively impact the Nation.

- 85 (a) The determination to amend an affected position description or eliminate an affected
86 position shall be approved by the Human Resources Executive Director and either the:
87 (1) General Manager;
88 (2) Gaming General Manager;
89 (3) Retail General Manager; or
90 (4) the highest position in the employee's chain of command for non-divisional
91 employees.

92 206.4-3. *Reinstatement to the Position the Employee was Involuntarily Separated From.* Should
93 an employee's appeal of an involuntarily separation result in the involuntarily separation being
94 overturned, the reviewing party shall order the employee be reinstated to the position from which
95 the employee was involuntarily separated.

- 96 (a) In the event the position the employee was involuntarily separated from has been
97 eliminated, or the employee is no longer eligible for the position based on amendments to
98 the position description, the order to reinstate shall be deemed satisfied and the back pay
99 end date shall be the date of the reviewing party's decision.

100

101 **206.5. Back Pay Calculation**

102 206.5-1. *Back Pay Limitations.* Back pay calculations shall be made using the employee's last
103 wage in the position which they were involuntarily separated from. Back pay, in all circumstances,
104 shall be limited to the calculation set forth in this section. Back pay shall include and be subject to
105 the following as it is related to the employee:

- 106 (a) *Vacation and Personal Time Accrual.* Employees shall receive prorated credit for
107 vacation and personal time which would have accrued during the back pay period.

108 (1) Reinstated employees shall be credited for vacation and personal time. If the
109 crediting of vacation and personal time would result in the employee exceeding the
110 accrual cap pursuant to the Nation's laws, rules and policies, then any amount over
111 that cap shall be provided as a cash payout. Non-reinstated employees shall be paid
112 out vacation and personal time in lieu of crediting personal and vacation time.

113 (b) *Shift Differential.* Shift differential shall be included in the back pay amount to the
114 extent it is a part of the employee's regularly scheduled hours.

115 (c) *Tips.* If the employee received pooled tips at the time of involuntary separation, tips
116 shall be included in the total back pay amount at the same tip rate that other employees in
117 the same position and on the same shift received on the same dates.

118 (1) If the employee received individual tips at the time of involuntary separation,
119 the employee shall be ineligible for tips during the back pay period.

120 (d) *Holiday Pay.* Holiday pay shall be included in the back pay amount to the extent the
121 employee would have received such pay if the employee had not been involuntarily
122 separated.

123 (e) *Merit Increases.* The hourly rate used to calculate back pay shall be increased
124 according to the merit increase system or standard used by the employee's supervisor
125 during the back pay period and shall include any increases from Oneida Business
126 Committee or General Tribal Council directives.

127 (1) The effective date of the employee's merit increase shall be the same as the
128 effective date for other employees in the same department. Retroactive increases
129 shall be calculated back to the retroactive date used for other employees in the same
130 department.

131 (2) The most recent performance review issued to the employee prior to being

132 involuntarily separated shall be used to determine the level of merit increase.
133 However, if the employee appealed the performance review to the Human Resource
134 Department Manager prior to involuntary separation, a method under the Nation's
135 laws, rules and policies shall be used to determine the merit increase.

136 (f) *Bonuses and Incentives.* All bonus and incentive payments for which the employee
137 would have been eligible during the back pay period shall be included in the total back pay
138 amount, except for non-monetary gifts distributed by the Nation to all employees (e.g.
139 winter gift) or other non-monetary benefits, such as clothing allowance.

140 (g) *Employment Benefits.* Employee benefits shall be subject to the provisions in this
141 section.

142 (1) *Insurance Benefits.* Coverage by the Nation for health insurance, dental
143 insurance, vision insurance, life insurance, long-term disability and short-term
144 disability coverage shall continue during an involuntary separation, except in the
145 event of a termination where the coverage shall discontinue. The Nation shall
146 deduct the employee's share of premiums paid from any back pay award.

147 (A) If the employee's circumstances have changed during the back pay period
148 and such circumstances affect the employee's insurance needs, the employee
149 shall notify the Nation of such changes at the time of reinstatement.

150 (B) An employee who is reinstated shall sign a waiver from Purchased
151 Referred Care authorizing a review of the back pay period to determine if
152 Purchased Referred Care services were rendered. If Purchased Referred Care
153 determines services were rendered during the back pay period, an employee
154 shall timely submit insurance information to Purchased Referred Care in
155 order for Purchased Referred Care to retroactively bill the insurance provider
156 to recoup funds for those services rendered during the back pay period.

157 (C) If the employee refuses to sign an authorization waiver from Purchased
158 Referred Care, the employee shall not be eligible to receive any back pay
159 award.

160 (2) *Flexible Benefit Plan Contributions.* If a terminated employee was contributing
161 to the Nation's flexible benefit plan at the time of termination, the status of the
162 employee's flex benefit plan shall be subject to the provisions of the Internal
163 Revenue Code.

164 (3) *Retirement Benefit Contributions.* In the event the employee was participating
165 in the Nation's retirement plan at the time of involuntary separation, the employee
166 shall be responsible for contacting the retirement plan administrator and
167 reactivating contributions.

168 (A) The employee may choose whether to have the employee's contribution
169 to the retirement plan that would have been made during the back pay period
170 deducted from the total back pay amount and deposited into the employee's
171 retirement account.

172 (B) If the employee was eligible for employer matching contributions at the
173 time of involuntary separation and the employee chooses to make a
174 contribution through back pay, the Nation shall contribute the employer
175 match into the employee's retirement account.

176 (C) If the employee was not participating in the Nation's retirement plan or
177 chooses not to make contributions through the back pay process, then the
178 Nation shall not make employer match contributions into the employee's

179 retirement account.

180 (h) *Income Received During the Back Pay Period.*

181 (1) *Unemployment Benefits.* Depending upon the unemployment compensation
182 financing option elected by the Nation, either:

183 (A) Any unemployment compensation paid by the Nation to the State of
184 Wisconsin for an involuntarily separated employee shall be deducted from
185 the employee's back pay award; or

186 (B) The employee is directly responsible for the reimbursement to the State
187 of Wisconsin. The Nation shall send a copy of the completed and signed
188 settlement agreement to the appropriate state department. The state then may
189 determine the amount, if any, of unemployment compensation benefits
190 received during the back pay period should be repaid.

191 (2) *Income Received Through Employment.* Except as provided in section 206.5-
192 1(h)(2)(B), income earned by an employee during the back pay period shall be
193 deducted from the total back pay amount.

194 (A) The employee shall provide information to verify the amount of or lack
195 of earned income and sign an affidavit attesting to the amount of or lack of
196 earned income.

197 (B) If the employee worked an additional job prior to being involuntarily
198 separated and continued working in the same capacity, the income earned
199 from that employment shall not be deducted from the total back pay amount
200 to the extent that the income is consistent with pre-involuntary separation
201 earnings. Where the employee worked the additional job, the employee shall
202 provide information from the employer to verify the income earned before
203 and during the back pay period.

204 206.5-2. *Payments Not Allowed.* The Nation shall not include the following in any back pay
205 amount:

206 (a) Punitive damages;

207 (b) Consequential damages;

208 (c) Attorney's or advocate's fees;

209 (d) Time when the employee would not have been eligible to work. An employee is not
210 eligible to work in circumstances including, but not limited to, the following:

211 (1) When an employee is on layoff or furlough status at the time of involuntary
212 separation;

213 (2) When a position is eliminated or inactive as part of the Nation's response to
214 extreme financial distress;

215 (3) When an employee would have been on medical leave at the time of involuntary
216 separation; and

217 (4) When an employee would otherwise not be eligible to work in the position from
218 which they were separated from in accordance with the position description based
219 on:

220 (A) applicable grant requirements when the position is grant funded;

221 (B) applicable laws of the Nation including, but not limited to, the Vehicle
222 Driver Certification and Fleet Management law; and

223 (C) a criminal conviction;

224 (e) Monies normally paid for additional duties while working where an alternate employee
225 assumed that function while the employee was involuntarily separated, unless the

226 additional duties are a part of such involuntarily separated employee’s regular schedule.

227 206.5-3. *Back Pay Period.* Calculation of back pay begins on the day the employee is
228 involuntarily separated and ends on the day the employee is reinstated.

229 (a) If the employee is reinstated but refuses to return to work, the back pay period ends on
230 the date reinstatement would have taken effect, but was refused by the employee.

231 (b) Back pay shall be calculated by taking the employee’s average hours worked during
232 the fifty-two (52) week period immediately preceding the date of the involuntary separation
233 and divide that amount by the number of weeks worked.

234 (1) If the employment prior to the involuntary separation was less than fifty-two
235 (52) weeks, the back pay shall be calculated by taking the employee’s average hours
236 worked and divide that amount by the number of weeks worked.

237 (2) If the involuntary separation period involves a fractional week, the indemnity
238 shall be paid for each day of a fractional week at the rate of the average number
239 of hours worked per day immediately prior to the involuntary separation. For the
240 purposes of this section, immediately prior means the twelve (12) full work weeks
241 immediately preceding the involuntary separation. Provided that, under extenuating
242 circumstances related to business needs of the Nation wherein the Oneida Law
243 Office determines that considering hours worked per day immediately prior would
244 be unfair, an alternative reasonable timeframe may be used.

245

246 **206.6. Back Pay Process**

247 206.6-1. The Oneida Law Office shall develop necessary forms and procedures for the purpose of
248 implementing this law.

249 206.6-2. Internal departments shall cooperate as necessary with the Oneida Law Office in
250 providing information needed to assemble and prepare the back pay agreement.

251 206.6-3. A reasonable effort shall be made to complete the back pay agreement within thirty (30)
252 calendar days, starting the day after the party to the grievance action provides to the Oneida Law
253 Office a judgment ordering back pay or the results of an investigation or test showing the employee
254 is cleared of any wrongdoing.

255 206.6-4. An employee not receiving back pay in accordance with the back pay agreement may
256 seek enforcement by the Judiciary.

257

258 *End.*

259

260 Adopted - BC-05-24-06-PP

261 Amended - BC-06-23-10-F

262 Amended - BC-08-13-14-C

263 Amended - BC-10-26-16-A

264 Amended - BC-__-__-__-__

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 07-24-24-X Amendments to the Back Pay Law

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- WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** the Back Pay law (“the Law”) was adopted by the Oneida Business Committee through resolution BC-05-24-06-PP, and then amended through resolutions BC-06-23-10-F, BC-08-13-14-C, and BC-10-26-16-A; and
- WHEREAS,** the purpose of this Law is to set forth standards used in the reinstatement of an employee and the calculation of back pay for all employees of the Nation in accordance with the Nation’s law; and
- WHEREAS,** the amendments to the Law include a new section which provides for the reinstatement of employee who had involuntary separation overturned and addresses such issues as: the requirement to hold a position pending litigation, amending the position description or eliminating the position pending an employee appeal, and reinstatement to the position the employee was involuntarily separated from; and
- WHEREAS,** the amendments to the Law clarify that back pay calculations shall be made using the employee’s last wage in the position which they were terminated from; and
- WHEREAS,** the amendments to the Law clarify the circumstances in which an employee is not eligible to work, and therefore is not eligible for back pay; and
- WHEREAS,** the Legislative Operating Committee developed the proposed amendments to the Law through collaboration with representatives from the Oneida Law Office, Gaming Employee Services, Human Resources Department, and the General Manager; and
- WHEREAS,** in accordance with the Legislative Procedures Act a legislative analysis and fiscal impact statement were completed for the proposed amendments to the Law; and
- WHEREAS,** the Legislative Operating Committee held two (2) public meetings on the proposed amendments to the Law; and

42 **WHEREAS,** a public meeting for the proposed amendments to this Law was held on December 13,
43 2022, with no individuals providing oral comments, and the public comment period for the
44 amendments to this Law was held open until December 20, 2022, with one (1) submission
45 of written comments received; and
46

47 **WHEREAS,** the Legislative Operating Committee reviewed and considered the public comments
48 received on February 1, 2023, and any changes have been incorporated into this draft; and
49

50 **WHEREAS,** an additional public meeting for the proposed amendments to this Law was held on April
51 12, 2024, with one (1) individual providing oral comments, and the public comment period
52 for the amendments to this Law was held open until April 19, 2024, with no written
53 comments received; and
54

55 **WHEREAS,** the Legislative Operating Committee reviewed and considered the public comments
56 received on June 11, 2024, and any changes have been incorporated into this draft; and
57

58 **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee hereby adopts the amendments
59 to the Back Pay law which shall become effective on August 7, 2024.
60

Adopt resolution entitled Adoption of the FY-2024-2027 Oneida Nation Tribal Transportation Improvement

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

New Business 1. Motion to approve the 2024-2027 TTIP List.2. Motion to approve and execute the BIA retained services agreement.3. Motion to approve the Resolution and forward to the BIA.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: Tribal Transportation

Program

5. Additional attendees needed for this request:

Mark W. Powless, General Manager

Troy D. Parr, AIA – Community Development Manager

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other: *Describe*

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other: Self-Governance Funding from US-DOT administered by BIA

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2024.07.16 14:52:14 -05'00'

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Troy D. Parr, AIA

From: [Oneida Law](#)
To: [Troy D. Parr](#)
Subject: We have received your contract
Date: Tuesday, July 16, 2024 10:28:08 AM

Your U.S. Interior, Dept. of contract has been received and assigned to an attorney. When making inquiries about this contract, please reference the assigned file number: 2024-0817.

Please allow 10 business days for the legal review. Should you need an immediate review, please contact the Oneida Law Office at 869-4327. Keep in mind that this does not include time for obtaining a review from Central Purchasing, the appropriate signatures and processing by Central Purchasing and/or Accounting. The approval process may take additional time should the contract need Gaming Commission and/or Business Committee approval.

Yaw^ko (Thank you).

Oneida Law Office
N7210 Seminary Road
Post Office Box 109
Oneida, WI 54155

Office: 920-869-4327
Fax: 920-869-4065
e-mail: Oneida_Law@oneidanation.org

CONFIDENTIALITY NOTICE:

This information is for the personal and confidential use of the designated recipient and may be a privileged and confidential attorney-client communication. If the reader is not the designated recipient or an agent responsible for delivery to the designated recipient, you have received this information in error and any review, dissemination, distribution or copying of this information is strictly prohibited. If you have received this information in error, please notify us immediately at oneida_law@oneidanation.org and destroy the original transmission and its attachments without reading or saving in any manner. Thank you.

ONEIDA LAW OFFICE

CONFIDENTIAL: ATTORNEY/CLIENT WORK PRODUCT

TO: Troy D Parr
Community Development Department

Use this number on future correspondence:

2024-0817

FROM: Carl J. Artman, Staff Attorney

Carl Artman

DATE: July 18, 2024

RE: U.S. Department of Interior Bureau of Indian
Affairs-FY 2024 Referenced Funding Agreement
Tribal Transportation Program Agreement
(A22AV01063)



If you have any questions or comments regarding this review, please call 869-4327.

The attached agreement, contract, policy and/or guaranty has been reviewed by the Oneida Law Office for legal content only. Please review for compliance with the current budget resolution prior to entering said contract. Please note the following:

- The document is in appropriate legal form. *(Execution is a management decision.)*

Oneida Law

From: Troy D. Parr
Sent: Monday, July 15, 2024 3:33 PM
To: Oneida Law
Subject: Legal Review Request: 2024 BIA RFOA for Oneida TTP Program - 7/15/24
Attachments: Oneida Nation 2024 RFA0.pdf

Please complete a legal review of the attached document and send me the completed review.

VENDOR:	BIA TTP
DOCUMENT #:	Oneida Nation 2024 RFO.pdf
AMOUNT OF CONTRACT:	\$ 1,960.801
LAW REVIEW NEEDED BY:	7/24/24
PROJECT NO.:	N/A

I will have this on the OBC Agenda for approval on 7/24/24. *PLEASE NOTE: THIS DOES NOT GET SENT TO PURCHASING, instead it needs to get to the Chairman for signature.*

If you have any questions, please contact me at the number below.

yaw[^]?kó· (Thank you!)

TROY D. PARR, AIA, LEED®AP_[BD+C]
Community Development Area Manager;
Chief Architect; Planning Director; GIS Administrator;
Zoning Administrator/AHJ/Building Code Official;
TTP Administrator; FAA Licensed Pilot sUAS

cell 920.562.7535
office 920.869.4529

Community Development - DPW
PO Box 365
Oneida, WI 54155-0365
www.oneida-nsn.gov

FY2024 REFERENCED FUNDING AGREEMENT

Pursuant to Oneida Nation's Tribal Transportation Program Agreement (A22AV01063) With the Bureau of Indian Affairs

Section 1. Authority. This Referenced Funding Agreement (RFA) is entered into by the Director, Bureau of Indian Affairs (BIA), on behalf of the Secretary of the Interior, and by the Oneida Nation (Tribe) and together with the BIA (collectively “the Parties”), pursuant to the Tribal Transportation Program Agreement (Program Agreement) between the Parties for comprehensive transportation planning, research, design, engineering, construction, maintenance of highway, road, bridge, parkway, or transit facility programs or projects that are located on, or which provide access to, the Oneida Nation along with related program administration activities and associated transportation services authorized by the Tribal Transportation Program (TTP), 23 U.S.C. §§ 201-202, as amended by the Surface Transportation Reauthorization Act of 2021 (STRA-21), Div. A of Pub. L. 117-58 (November 15, 2021), also colloquially known as the “Bipartisan Infrastructure Law,” or “BIL,” 25 C.F.R. Part 170 and 23 C.F.R. Part 661 (together, the “TTP Regulations”), and in accordance with the Indian Self-Determination and Education Assistance Act (ISDEAA), Pub. L. 93-638, as amended, 25 U.S.C. § 5301 et seq., including for purposes of Federal Tort Claims Act coverage, and by resolution of the Tribe’s governing body.

Section 2. Effective Date. This RFA is effective upon its approval and execution by authorized representatives of the Tribe and BIA, *except that* if the Program Agreement is not yet in effect, then this RFA shall become effective upon approval of the Program Agreement by authorized representatives of the Tribe and BIA.

Section 3. Purpose. The purpose of this RFA is to identify the source and amounts of funds for Fiscal Year 2024 made available to the Tribe under the Program Agreement, the time and method of payment, and such other provisions as the Parties agree in writing, if any, as provided below.

REMAINDER OF THIS PAGE INTENTIONALLY LEFT BLANK

Section 4. Summary of Funds. The total amount and sources of funding provided under this RFA are as follows:

Prior Year Funds (If Applicable)	
IRR Program Funds	
TTP Funds FAST ACT	
TTP Transportation Planning Funds (2%) FAST ACT	
TTP Funds STRA-21	
TTP Transportation Planning Funds (2%) STRA-21	
Highway Infrastructure Program Funds	
TTP Safety Funds	
Tribal Transportation Facility Bridge Program Funds	
Other Prior Year Funds	
Total Prior Year Funding	\$ -
FY 2024 Tribal Transportation Program Funds and Other FHWA Funds	
TTP Funds	\$ 1,416,868.00
TTP Transportation Planning Funds (2%)	\$ 32,383.00
Highway Infrastructure Programs Supplemental Funds, PL 118-42, Div F, \$150M	\$ 511,550.00
TTP Safety Funds	
TTP HPP	
Tribal Transportation Facility Bridge Program Funds	
Other Federal Lands Highway Program Funds	
Funds Transferred under Intergovernmental Fund Transfer Agreement	
Other Funds as described in Attached Agreement	
Funds Retained under Retained Services Addendum (RSA)	
Total FY 2024 Funding	\$ 1,960,801.00
Total Amount for this RFA	\$ 1,960,801.00

Section 5. Time and Method of Payment. Subject to the availability of funds, and the execution of this RFA by both Parties, the Director shall provide to the Tribe or its designee the funds identified in Section 4 of this RFA in a single advance payment within thirty (30) calendar days. This transfer shall be made electronically. The final amounts available in the fiscal year are subject to the determination of the Tribe's share and other funds described under Article II, Section 2.A of the Program Agreement.

Section 6. Amendments. Except as otherwise provided by the Program Agreement, any modification of this RFA shall be in the form of a written amendment and shall require the signatures of the authorized representatives of the Tribe and the Director.

Section 7. Retained Services. In accordance with Article IV, Section 7.B., of the Program Agreement, and upon agreement of both parties, the Director will perform the activities identified in the attached "Retained Services Addendum" (RSA), if any. The funds identified in the RSA shall be retained by the Director. Any funds retained under this RSA that are not expended by the Director as of September 1st of the respective funding year shall be obligated to the Tribe's Program Agreement prior to September 30th of that funding year.

Section 8. Fiscal Year 2025 Referenced Funding Agreement. The Parties shall commence negotiation of a successor RFA at the beginning of Fiscal Year 2025, with the intention that the FY2024 RFA be made available for use as soon as possible after October 1, 2024.

Oneida Nation

**United States Department of Interior
Bureau of Indian Affairs**

By _____
Tehassi Hill
Chairman

By _____
Genevieve Giaccardo
Deputy Bureau Director
Office of Indian Services

Date

Date

FY2024 REFERENCED FUNDING AGREEMENT

Pursuant to Oneida Nation's Tribal Transportation Program Agreement (A22AV01063) With the Bureau of Indian Affairs

Section 1. Authority. This Referenced Funding Agreement (RFA) is entered into by the Director, Bureau of Indian Affairs (BIA), on behalf of the Secretary of the Interior, and by the Oneida Nation (Tribe) and together with the BIA (collectively “the Parties”), pursuant to the Tribal Transportation Program Agreement (Program Agreement) between the Parties for comprehensive transportation planning, research, design, engineering, construction, maintenance of highway, road, bridge, parkway, or transit facility programs or projects that are located on, or which provide access to, the Oneida Nation along with related program administration activities and associated transportation services authorized by the Tribal Transportation Program (TTP), 23 U.S.C. §§ 201-202, as amended by the Surface Transportation Reauthorization Act of 2021 (STRA-21), Div. A of Pub. L. 117-58 (November 15, 2021), also colloquially known as the “Bipartisan Infrastructure Law,” or “BIL,” 25 C.F.R. Part 170 and 23 C.F.R. Part 661 (together, the “TTP Regulations”), and in accordance with the Indian Self-Determination and Education Assistance Act (ISDEAA), Pub. L. 93-638, as amended, 25 U.S.C. § 5301 et seq., including for purposes of Federal Tort Claims Act coverage, and by resolution of the Tribe’s governing body.

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TTP Funds FAST ACT	
TTP Transportation Planning Funds (2%) FAST ACT	
TTP Funds STRA-21	
TTP Transportation Planning Funds (2%) STRA-21	
Highway Infrastructure Program Funds	
TTP Safety Funds	
Tribal Transportation Facility Bridge Program Funds	
Other Prior Year Funds	
Total Prior Year Funding	\$ -
FY 2024 Tribal Transportation Program Funds and Other FHWA Funds	
TTP Funds	\$ 1,416,868.00
TTP Transportation Planning Funds (2%)	\$ 32,383.00
Highway Infrastructure Programs Supplemental Funds, PL 118-42, Div F, \$150M	\$ 511,550.00
TTP Safety Funds	
TTP HPP	
Tribal Transportation Facility Bridge Program Funds	
Other Federal Lands Highway Program Funds	
Funds Transferred under Intergovernmental Fund Transfer Agreement	
Other Funds as described in Attached Agreement	
Funds Retained under Retained Services Addendum (RSA)	
Total FY 2024 Funding	\$ 1,960,801.00
Total Amount for this RFA	\$ 1,960,801.00

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Section 8. Fiscal Year 2025 Referenced Funding Agreement. The Parties shall commence negotiation of a successor RFA at the beginning of Fiscal Year 2025, with the intention that the FY2024 RFA be made available for use as soon as possible after October 1, 2024.

Oneida Nation

**United States Department of Interior
Bureau of Indian Affairs**

By _____
Tehassi Hill
Chairman

By _____
Genevieve Giaccardo
Deputy Bureau Director
Office of Indian Services

Date

Date

Name of Tribe **ONEIDA NATION**

Current Year Annual Transportation Allocation **\$ 1,960,801**

Tribal Transportation Improvement Plan													
Priority	BIA Route #	Section	Project Length	Year of Constr	Road Name Location (Start and End Points) Description of Work	All Planning, Prelim Eng., Arch, Env, ROW Activities will be included as TOTAL PE costs per Project		Construction		Construction Engineering		Other	Total
						Estimated Cost	Who/How Work Done	Estimated Cost	Who/How Work Done	Estimated Cost	Who/How Work Done	Estimated Cost	Estimated Cost
1	1040	10	0.7	2021	Smit Farm (Peter Hill Lane/Bread Creek Village) extend community roads, new bituminous surface	\$ 20,000	Tribe	\$ 20,000	Tribe	\$ 1,500	Tribe		\$ 41,500
2	1048	10	0.1	2021	Maple Leaf west (Cattails Marsh Neighborhood) Road construction	\$ 50,000	Tribe	\$ 750,000	Tribe	\$ 15,000	Tribe		\$ 815,000
3	1043	10	0.1	2021	Manders Court (Metoxen Land / Uskah Village) Road construction	\$ 10,000	Tribe	\$ 40,000	Tribe	\$ 5,000	Tribe		\$ 55,000
4	NA	NA	NA	2021	Oneida - Pedestrian Trail Infrastructure Project	\$ 10,000	Tribe	\$ 90,000	Tribe				\$ 100,000
	NA	NA	NA	NA	TTP Road Maintenance (TTP Construction Funds for TTP Road Maintenance)							\$ 850,000	\$ 850,000
	NA	NA	NA	NA	TTP Transportation Planning (LRTP & Inventory work) (TTP Construction Funds for TTP Transportation Planning)							\$ 99,301	\$ 99,301
FY24 Totals												\$ 1,960,801	

Priority	BIA Route #	Section	Project Length	Year of Constr	Road Name Location (Start and End Points) Description of Work	All Planning, Prelim Eng., Arch, Env, ROW Activities will be included as TOTAL PE costs per Project		Construction		Construction Engineering		Other	Total
						Estimated Cost	Who/How Work Done	Estimated Cost	Who/How Work Done	Estimated Cost	Who/How Work Done	Estimated Cost	Estimated Cost
1	1048	10	0.1	2022	Maple Leaf west (Cattails Marsh Neighborhood) Road construction	\$ 50,000	Tribe	\$ 750,000	Tribe	\$ 50,000	Tribe		\$ 850,000
2	1043	10	0.1	2022	Manders Court (Metoxen Land / Uskah Village) Road construction	\$ 10,000	Tribe	\$ 25,000	Tribe	\$ 5,000	Tribe		\$ 40,000
3	NA	NA	NA	2022	Oneida - Pedestrian Trail Infrastructure Project	\$ 50,000	Tribe	\$ 120,801	Tribe	\$ 10,000	Tribe		\$ 170,801
	NA	NA	NA	NA	TTP Road Maintenance (TTP Construction Funds for TTP Road Maintenance)							\$ 800,000	\$ 800,000
	NA	NA	NA	NA	TTP Transportation Planning (LRTP & Inventory work) (TTP Construction Funds for TTP Transportation Planning)							\$ 100,000	\$ 100,000
FY25 Total												\$ 1,960,801	

Priority	BIA Route #	Section	Project Length	Year of Constr	Road Name Location (Start and End Points) Description of Work	All Planning, Prelim Eng., Arch, Env, ROW Activities will be included as TOTAL PE costs per Project		Construction		Construction Engineering		Other	Total
						Estimated Cost	Who/How Work Done	Estimated Cost	Who/How Work Done	Estimated Cost	Who/How Work Done	Estimated Cost	Estimated Cost
						1	1307	20	0.22	2023	Minoka Hill Drive mill & overlay	\$ 1,000	Tribe
2	5022	810	1.2	2023	Seminary Road (Ranch to CTH E) Road construction	\$ 50,000	Tribe	\$ 1,000,000	Tribe	\$ 5,000	Tribe		\$ 1,055,000
3	1048	10	0.1	2023	Maple Leaf west (Cattails Marsh Neighborhood) Road construction	\$ 2,500	Tribe	\$ 25,000	Tribe	\$ 5,000	Tribe		\$ 32,500
4	1043	10	0.1	2023	Manders Court (Metoxen Land / Uskah Village) Road construction	\$ 2,000	Tribe	\$ 25,000	Tribe	\$ 2,000	Tribe		\$ 29,000
5	1029	10	0.3	2023	Sand Hill Court mill & overlay	\$ 15,000	Tribe	\$ 200,000	Tribe	\$ 15,000	Tribe		\$ 230,000
	NA	NA	NA	NA	TTP Road Maintenance (TTP Construction Funds for TTP Road Maintenance)							\$ 509,801	\$ 509,801
	NA	NA	NA	NA	TTP Transportation Planning (LRTP & Inventory work) (TTP Construction Funds for TTP Transportation Planning)							\$ 100,000	\$ 100,000
FY26 Total												\$ 1,960,801	

Priority	BIA Route #	Section	Project Length	Year of Constr	Road Name Location (Start and End Points) Description of Work	All Planning, Prelim Eng., Arch, Env, ROW Activities will be included as TOTAL PE costs per Project		Construction		Construction Engineering		Other	Total
						Estimated Cost	Who/How Work Done	Estimated Cost	Who/How Work Done	Estimated Cost	Who/How Work Done	Estimated Cost	Estimated Cost
1	5022	810	1.2	2024	Seminary Road (Ranch to CTH E) Road construction	\$ 50,000	Tribe	\$ 500,000	Tribe	\$ 50,000	Tribe		\$ 600,000
2	NA	NA	NA	2024	Oneida - Pedestrian Trail Infrastructure Project	\$ 30,000	Tribe	\$ 300,000	Tribe				\$ 330,000
	NA	NA	NA	NA	TTP Road Maintenance (TTP Construction Funds for TTP Road Maintenance)							\$ 900,000	\$ 900,000
	NA	NA	NA	NA	TTP Transportation Planning (LRTP & Inventory work) (TTP Construction Funds for TTP Transportation Planning)							\$ 130,801	\$ 130,801
FY27 Totals												\$ 1,960,801	

<p>Project Information:</p> <p>BIA Route # List all routes that will be worked on.</p> <p>Section List only those sections that will be worked on along with corresponding length</p> <p>Location List start and end points of where work will be performed (road names, rivers, end, etc.)</p> <p>Description of Work List as much detail as you can including existing road type and work to be performed</p>	<p>Who/How Work Done: Possible Choices</p> <p>BIA BIA will perform direct service (DS) work for the Tribe as outlined in a Retained Service Agreement (RSA) as approved/signed by the Tribe and BIA. (Self Determination, G2G, and Self Gov Tribes can all elect to receive these services)</p> <p>638 Self Determination Tribe will enter into a P638 contract with the BIA and either perform work with in-house staff or subcontract work out to consultant/contractor.</p> <p>Coop Tribe can receive funding through a P638 contract, G2G, or Self Gov Agreement. Tribe will then enter into a 2-party (Coop) agreement with County, State, Township etc. who will usually serve as the lead agency for the project.</p> <p>Tribe Tribe administers program/project through a Self Governance or G2G Agreement.</p>
<p>Estimated Cost: Provide dollar amounts that you estimate will be required for each project/phase utilizing new funds from that year only. Prior year money obligated to contract should not be listed here.</p>	

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

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BC Resolution # 07-24-24-X

Adoption of the FY-2024-2027 Oneida Nation Tribal Transportation Improvement Plan (TTIP) and Tribal Transportation Program Agreement (TTP/G2G) including Corresponding Referenced Funding Agreements (RFA)

WHEREAS, the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and

WHEREAS, the Oneida General Tribal Council is the governing body of the Oneida Nation; and

WHEREAS, the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and

WHEREAS, adequate transportation infrastructure is integral to service local and community needs; and

WHEREAS, agrees with the needs and priorities presented in the 2024-2027 Oneida Nation Tribal Transportation Improvement Plan, and The Bureau and Oneida Nation desire to continue the Government-to-Government Agreement (Agreement) and associated Reference Funding Agreements to prove the Tribal Transportation related funding

NOW THEREFORE BE IT RESOLVED,

the Oneida Business Committee approves the Government-to-Government Agreement and associated Referenced Funding Agreements (RFA's) for Tribal Transportation funding for Fiscal Year 2024 and future years until this approval is rescinded,

30 **NOW THEREFORE BE IT FINALLY RESOLVED,**

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The Oneida Business Committee adopts the 2024-2027 Oneida Nation Tribal Transportation Improvement Plan for the projects listed in the attached CSTIP forms that were developed between the Oneida Nation and the BIA for Tribal Shares funding along the corresponding 2024 TTP Retained services agreement (RSA).

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; ___ members were present at a meeting duly called, noticed and held on the 24th day of July 24, 2024; that the forgoing resolution was duly adopted at such meeting by a vote of ___ members for, ___ members against, and ___ members not voting*; and that said resolution has not been rescinded or amended in any way.

Lisa Liggins, Secretary
Oneida Business Committee

*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."

Adopt resolution entitled Approval of Use of Economic Development, Diversification and Community...

Business Committee Agenda Request

1. Meeting Date Requested: 7/24/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

Proprietary - trade secrets/commercial/financial

3. Requested Motion:

Accept as information; OR Enter the requested motion related to this item.

Accept Resolution for a donation for \$400,000 to the NFL Draft from the EDDCD Fund

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other:

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Louise Cornelius, Gaming General Manager

6. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input checked="" type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input checked="" type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input checked="" type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input checked="" type="checkbox"/> Other: Handout | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: | |

8. Submission:

Authorized Sponsor: Justin Nishimoto, Business Analyst

Primary Requestor: _____

Economic Development, Diversification, and Community Development Fund (EDDCD) Request

Name: Justin Nishimoto

Date Requested: 7/24/24

Department: Gaming

Please Select use for the funds:

- Social Wellness
- Housing
- Community Design
- Parks and Recreation
- Transportation, Facilities & Utilities
- Economic Development
- Agriculture
- Natural Resources
- Land Use
- Public Safety

Detailed Description (Please attach any supporting documents to form and dollar amounts needed):

See Attached.

*For more information please refer to the 2014 Comprehensive Plan, Land Use Plan, Neighborhood Development Plan, Live, Sustain, Grow Plan, and the Economic Development Plan.

Does this project already exist or have been approved for CIP? No

If "YES" please indicate the CIP or project number:

Responsible employee for authorizing expenditures: Louise Cornelius



MEMO

To: Oneida Business Committee
From: Economic Development Diversity and Community Development Team
Date: July 16, 2024
Re: 2025 NFL Draft

Background

The 2025 NFL Draft is requesting from the Oneida Nation to donate \$400,000 to the upcoming NFL Draft in Green Bay in 2025. The 2025 NFL Draft will be held in the Tiltetown and Lambeau field area. This donation will offer the Oneida Nation and Oneida Casino advertising opportunities and other benefits during the NFL Draft.

A summary of the benefits and justifications are below:

- How the commitment benefits the Nation (i.e., ROI, economic/social benefit)
Estimated ROI of Green Bay NFL Draft and Oneida Casino donation of \$400,000 is \$443,260 which is 110.82% (see attached Contract/Purchase Approval Request and ROI table). These are estimates and factors such as attendance, weather, etc. can be an impact. The Oneida Hotel has designated 336 rooms to the NFL.

Current Request

Request to use the EDDCD funds for the full amount of \$400,000 for the sponsorship.

Findings after review

The request supplied the proposal with the NFL.

The Guiding Document utilized to determine the use of the EDDCD funds include the Economic Development Plan which have the following economic related items:

- **Marketing and Image**-Raise the Oneida Nation's profile through marketing efforts aimed at internal and external audiences.
- **Entrepreneurship and Innovation**-Support the growth and profitability of Oneida businesses.

In Closing

The requested \$400,000 payment from the Economic Development, Diversity, and Community Development fund and this is appropriate use of these funds.



Oneida Nation
Oneida Business Committee
PO Box 365 • Oneida, WI 54155-0365
oneida-nsn.gov



Memorandum

To: Louise Cornelius, Gaming General Manager
Debra Powless, Retail General Manager
Mark A. Powless, General Manager
Lisa Summers, BC Area Manager
Melinda J. Danforth, Intergovernmental Affairs Director
Jo Anne House, Chief Counsel
Councilman Jameson Wilson, LOC Chairman

From: Oneida Business Committee Officers

Cc: Oneida Business Committee

Date: May 30, 2024

Re: 2025 NFL Draft Information Request

Background

At the May 23, 2024, regular Finance Committee meeting, a discussion occurred regarding a 2025 NFL Draft related expense. The Finance Committee also discussed other NFL Draft related expenses that have been processed by the organization; they expressed a concern about not having centralized information on the total expenses and the lack of a comprehensive plan as it relates to the Nation's involvement and obligations for the 2025 NFL Draft.

The Finance Committee deferred the item and made the following motion:

Motion by Jennifer Webster to ask the Finance Committee Chair to request a special BC work meeting for all parties to come together for planning for the NFL Draft support. Seconded by Jonas Hill. Motion carried unanimously.

After reviewing the schedules for the month of June, the Secretary determined the best option is to start the discussion in executive session at the June 12, 2024, regular Business Committee meeting rather than a BC Work Session.

Requested Action

Please review your area and provide the following information as it relates to the 2025 NFL Draft:

- Commitments made thus far (i.e. total expenses, anticipated expenses)
- How the commitment benefits the Nation (i.e. ROI, economic/social benefit)
- Additional Planning (i.e. beautification/branding efforts)
- Laws needing amendment/creation (i.e. short term subleasing)
- Other considerations

Please submit information to Secretary@oneidanation.org no later than close of business on Thursday, June 6, 2024.

If you have questions, please contact Secretary Lisa Liggins.



To: Oneida Business Committee
From: Louise Cornelius, Gaming General Manager
Date: June 6, 2024
Subject: 2025 NFL Draft Information Request

At the May 30, 2024, regular Finance Committee meeting a discussion occurred regarding a 2025 NFL Draft related expense. The Finance Committee also discussed other NFL Draft related expenses that have been processed by the organization; they expressed a concern about not having centralized information on the total expenses and a comprehensive plan as it relates to the Nation's involvement and obligations for the 2025 NFL Draft.

As requested in the May 30, 2024, memo from the Oneida Business Committee, Gaming is respectfully submitting the following responses as it relates to Gaming and the 2025 NFL Draft.

- 1. Commitments made thus far (i.e., total expenses, anticipated expense)**
Gaming has requested support and approval of a \$400,000 donation, for Wisconsin Sports & Events (WS&E) 501©(6). As a Donor we are labeled a 'member' of WS&E.
- 2. How the commitment benefits the Nation (i.e., ROI, economic/social benefit)**
Estimated ROI of Green Bay NFL Draft and Oneida Casino donation of \$400,000 is \$43,260 which is 10.82% (see attached **Contract/Purchase Approval Request and ROI table**). These are estimates and factors such as attendance, weather, etc. can be an impact. The Oneida Hotel has designated 336 rooms to the NFL.
- 3. Additional Planning (i.e., beautification/branding efforts)**
On October 1, 2024, the Oneida Casino and Oneida Hotel will be consolidated as well as the new branded logo. Meetings regarding the 2025 NFL draft began December 28, 2023, and planning and meetings have continued. Please see the attached summary of the **NFL Draft Meetings, Oneida Casino Hotel NFL Draft Plan, and Meeting Summary of 2025 NFL Draft Marketing, Events, Promotion & Activation**.
- 4. Laws needing amendment/creation (i.e., short term subleasing)**
Gaming's Mission is Gaming professionals working together to provide a friendly, safe, and fun gaming experience. Gaming Senior Management met with Chief of Police, Eric Boulanger, on June 5, 2024. Eric shared that Oneida Police Department is aware of the 2025 NFL Draft footprint. They will provide a police presence at Oneida Casino, as the traffic of customers will increase. Oneida Security will also be ensuring that all that all personnel will be available to work during the 2025 NFL draft to ensure safety and security of Oneida Casino employees and guests.

5. Other considerations

This is unique opportunity with the NFL draft being in Green Bay, Wisconsin. Revenues are sure to increase for the Oneida Hotel, Gaming, and the community. The Oneida Nation Gate will be prominently displayed during the Draft as well.

If you have any questions, please let me know. Thank you.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # Leave this line blank

Approval of Use of Economic Development, Diversification and Community Development Funds for a donation of \$400,000 for the 2025 NFL Draft.

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WHEREAS, the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and

WHEREAS, the Oneida General Tribal Council is the governing body of the Oneida Nation; and

WHEREAS, the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and

WHEREAS, the Economic Development, Diversification and Community Development Fund was created by resolutions # BC-09-28-16-B, BC-07-12-17-A, and BC-01-23-19-D and the procedures for use of the fund set forth in resolution # BC-12-12-18-B, BC-01-23-19- C, and BC-05-26-21-B, *Updating and Clarifying Access to the Economic Development, Diversification and Community Development Fund As Amended*; and

WHEREAS, the requested \$400,000 donation to the 2025 NFL Draft; and

WHEREAS, utilizing the Economic Development, Diversification, and Community Development Fund to fund \$400,000 for donation for the 2025 NFL Draft.

NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee does approve the allocation of \$400,000 from the Economic Development, Diversification and Community Development Funds for the purpose of donation to the 2025 NFL Draft.

BE IT FUTHER RESOLVED, the \$400,000 as payment is not intended to be used for any other expenses and any unspent funds from the \$400,000 will be returned to the Economic Development, Diversification, and Community Development Fund.

BE IT FINALLY RESOLVED, the responsible employees identified as Casino General Manager, Louise Cornelius.



Statement of Effect

Approval of Use of Economic Development, Diversification and Community Development Funds for a donation of \$400,000 for donation for the 2025 NFL Draft

Summary

The resolution approves an allocation of four hundred thousand dollars (\$400,000) from the Economic Development, Diversification and Community Development Fund for the purpose of a donation for the 2025 NFL Draft.

*Submitted by: Clorissa N. Leeman, Senior Staff Attorney, Legislative Reference Office
 Date: June 25, 2024*

Analysis by the Legislative Reference Office

The Oneida Business Committee has adopted resolutions which set aside funds disbursed from corporations to the Nation in an Economic Development, Diversification and Community Development fund (“the Fund”) and describes the process for accessing those funds. [Resolutions BC-09-28-16-B, BC-07-12-17-A, BC-12-12-18-B, BC-01-23-19-C, BC-01-23-19-D, and BC-05-26-21-B]. When a request to utilize monies from the Fund is received, the Review Team, comprised of the Strategic Planner, Business Analyst, and the Budget Analyst, review the request for use of the Fund and determines if the proposed use is consistent with the Fund. The Review Team is then required to provide a written recommendation to the Oneida Business Committee regarding whether to authorize the allocation from the Fund to a specific project identified by a contract number, CIP number, economic development opportunity number or other easily trackable number or designation. The Oneida Business Committee is then responsible for authorizing use of the Fund by a resolution clearly identifying the amount of funds authorized and purpose of the funds, which may be identified by a contract number, CIP number, economic development opportunity number or other easily trackable number or designation, and the employee responsible for authorizing expenditures of the authorized amount.

Through the adoption of this resolution the Oneida Business Committee would be approving an allocation of four hundred thousand dollars (\$400,000) from the Economic Development, Diversification and Community Development Fund for the purpose of a donation for the 2025 NFL Draft. This resolution provides that the four hundred thousand dollars (\$400,000) as payment is not intended to be used for any other expenses and any unspent funds from the four hundred thousand dollars (\$400,000) will be returned to the Economic Development, Diversification, and Community Development Fund.

This resolution does not specifically state how utilizing the Fund for this purpose is aligned with the Oneida Business Committee Broad Goals or the approved Economic Development Plan Elements, but one may assume this threshold was met if the resolution is ultimately being recommended. The Gaming General Manager, Louise Cornelius, is identified as the responsible employees for this allocation of funding. This resolution does not directly provide a contract

number, CIP number, economic development opportunity number or other easily trackable number or designation – but this funding could be tracked through the resolution number.

Conclusion

Adoption of this resolution would not conflict with any of the Nation’s laws.

Determine next steps regarding three (3) appointments - Oneida Election Board Ad Hoc Committee

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

3. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Amber Martinez, Recording Clerk

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: AMARTIN3



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: July 15, 2024

RE: Appointment(s) – Oneida Election Board Ad Hoc Committee

Background

Three (3) vacancies were posted for the Oneida Election Board Ad Hoc Committee. The vacancies are to complete the term ending December 31, 2024.

The vacancies have been posted since November 2023. The latest application deadline was July 5, 2024, and two (2) application(s) were received for the following applicant(s):

- Violet Blake
- Lynette Jordan

Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending December 31, 2024
- 2) reject the selected applicant(s) and oppose the vote**, OR
- 3) request the Secretary to re-notice the vacancy(ies)

Determine next steps regarding one (1) appointment(s) - Oneida ESC Group LLC Board of Managers

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. General Information:

Session: Open Executive – must qualify under §107.4-1.

Justification: Unreasonable Invasion of Personal Privacy

3. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Amber Martinez, Recording Clerk


Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: AMARTIN3

Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: July 15, 2024

RE: Oneida ESC Group, LLC – Board of Managers

Background

One (1) vacancy was posted for the Oneida ESC Group, LLC – Board of Managers. The vacancy is to complete terms ending June 30, 2027.

The vacancy has been posted since May 3, 2024. The latest application deadline was July 5, 2024, and one (1) application(s) was received for the following applicant(s):

- John Breuninger

Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending June 30, 2027, OR
- 2) reject the selected applicant(s) and oppose the vote**, OR
- 3) request the Secretary to re-notice the vacancy(ies)

Determine next steps regarding two (2) appointments - Oneida Nation Arts Board

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

3. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Amber Martinez, Recording Clerk

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: AMARTIN3



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: July 15, 2024

RE: Appointment(s) – Oneida Nation Arts Board

Background

Two (2) vacancies were posted for the Oneida Nation Arts Board. The vacancies are to complete terms ending March 31, 2025, and March 31, 2026.

Two (2) vacancies have been posted since February 9, 2024. The latest application deadline was July 5, 2024, and three (3) application(s) were received for the following applicant(s):

- Weeya Calif
- Lynette Jordan
- Frederick Muscavitch

Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending March 31, 2025, and March 31, 2026, OR;
- 2) reject the selected applicant(s) and oppose the vote**, OR
- 3) request the Secretary to re-notice the vacancy(ies)

Determine next steps regarding one (1) appointment - Oneida Nation Veteran Affairs Committee

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

3. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

4. Budget Information:

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| <input type="checkbox"/> Budgeted | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Amber Martinez, Recording Clerk

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: AMARTIN3



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: July 15, 2024

RE: Appointment(s) – Oneida Nation Veteran Affairs Committee

Background

One (1) vacancy was posted for the Oneida Nation Veterans Affairs Committee. The vacancy is to complete a term ending December 31, 2027.

The vacancy has been posted since November 1, 2023. The latest application deadline was July 5, 2024, and Two (2) application(s) were received for the following applicant(s):

- Jason Kurowski
- Myron Vieau

Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending December 31, 2027,
OR
- 2) reject the selected applicant(s) and oppose the vote**; OR
- 3) request the Secretary to re-notice the vacancy(ies)

Determine next steps regarding five (5) appointment(s) - Oneida Personnel Commission

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

3. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

4. Budget Information:

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| <input type="checkbox"/> Budgeted | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Amber Martinez, Recording Clerk

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: AMARTIN3



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: July 15, 2024

RE: Appointment(s) – Oneida Personnel Commission

Background

Four (4) vacancies have been posted for the Oneida Personnel Commission. The vacancies are to complete terms ending March 31, 2026, March 31, 2027, March 31, 2028, and March 31, 2029.

The vacancies have been posted since April 14, 2021. The latest application deadline was July 5, 2024, and one (1) application(s) was received for the following applicant(s):

- Frederick Muscavitch

Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending March 31, 2026, March 31, 2027, March 31, 2028, March 31, 2029, OR
- 2) reject the selected applicant(s) and oppose the vote**; OR
- 3) request the Secretary to re-notice the vacancy(ies)

Determine next steps regarding one (1) appointment - Oneida Police Commission

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

3. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

4. Budget Information:

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| <input type="checkbox"/> Budgeted | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Amber Martinez, Recording Clerk

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: AMARTIN3



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: July 15, 2024

RE: Appointment(s) – Oneida Police Commission

Background

One (1) vacancy has been posted for the Oneida Police Commission. The vacancy is for the term ending July 31, 2029.

The vacancy has been posted since May 31, 2024. The latest application deadline was July 5, 2024, and one (1) application(s) was received for the following applicant(s):

- George Skenandore

Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending July 31, 2029, OR
- 2) reject the selected applicant(s) and oppose the vote**, OR
- 3) request the Secretary to re-notice the vacancy(ies)

Determine next steps regarding thirteen (13) appointment(s) - On?yote?a?ká ni? i Standing Committee

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

3. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

4. Budget Information:

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|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: July 15, 2024

RE: Appointment(s) – Onlyoteʔa·ká niʔ i Standing Committee

Background

Thirteen (13) vacancies were posted for the Onlyoteʔa·ká niʔ i Standing Committee. There are four (4) vacancies are to complete terms ending December 31, 2026, four (4) vacancies to complete terms ending December 31, 2027, and five (5) vacancies to complete terms ending December 31, 2028.

The vacancies were posted May 3, 2024. The application deadline was June 7, 2024, and eighteen (18) application(s) were received for the following applicant(s):

- Venessa Cardish
- Ethel Marie Cornelius
- William Cornelius
- Katsitsiyo Danforth
- Edward Delgado
- Gail Grissman
- Terry Hetzel
- Michelle Hill
- Anthony Konkol
- Laura Laitnen-Warren
- Laura Manthe
- Lawrence Roberts II
- Kimberly Schultz
- Teresa Schuman
- Judith Sprangers
- Dwight Steffes
- Kirsten VanDyke
- Taryn Webster

Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to terms ending December 31, 2026, December 31, 2027, or December 31, 2028; OR
- 2) reject the selected applicant(s) and oppose the vote**; OR
- 3) request the Secretary to re-notice the vacancy(ies)

Determine next steps regarding three (3) appointments - Pardon and Forgiveness Screening Committee

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

3. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Amber Martinez, Recording Clerk

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: AMARTIN3



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: July 15, 2024

RE: Appointment(s) – Pardon and Forgiveness Screening Committee (Community-at-Large, Twenty-five (25+) years of age or older)

Background

One (1) vacancy has been posted for the Pardon and Forgiveness Screening Committee Community-at-Large, twenty-five (25+) years of age or older member. The vacancy is to complete the term ending August 31, 2026.

The vacancy has been posted since July 2, 2023. The latest application deadline was July 5, 2024, and one (1) application(s) was received for the following applicant(s):

- Jason Kurowski

Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending August 31,2026 OR
- 2) reject the selected applicant(s) and oppose the vote**; OR
- 3) request the Secretary to re-notice the vacancy(ies)

Accept the June 13, 2024, regular Finance Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the FC Minutes for 6/13/24 & E-Poll

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: All areas that require FC approval

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input checked="" type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input checked="" type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Lawrence Barton, Treasurer

Primary Requestor: Melissa Alvarado, Office Manager



INTERNAL MEMORANDUM

TO: FINANCE COMMITTEE
FROM: MELISSA ALVARADO, OFFICE MANAGER
SUBJECT: E-POLL RESULTS – FC MINUTES OF JUNE 13, 2024
DATE: 06/13/24

An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of June 13, 2024. The E-Poll and minutes were sent out today June 13, 2024 and concluded today. The results of the completed E-Poll are as follows:

E-POLL RESULTS:

There was a Majority of 5 FC members voting to approve the June 13, 2024 Finance Committee Meeting Minutes. FC Members voting included: *RaLinda Ninham-Lamberies, Lisa Liggins, Jennifer Webster, Jonas Hill, and Sarah White.*

These Finance Committee Minutes of June 13, 2024 will be placed on the next Finance Committee agenda to acknowledge this E-Poll action. Per the FC By-Laws all Minutes of the FC will be submitted to the Secretary's Office once a month for BC acceptance.



ONEIDA
FINANCE COMMITTEE
REGULAR MEETING
JUNE 13, 2024 • Time: 8:30 A.M.
Business Committee Conference Room

REGULAR MEETING MINUTES

FC MEMBERS PRESENT:

Larry Barton, BC Treasurer/FC Chair RaLinda Ninham-Lamberies, CFO/FC Vice-Chair
Lisa Liggins, BC Secretary Jennifer Webster, BC Council Member
Jonas Hill, BC Council Member Sarah White, Purchasing Director

FC MEMBERS EXCUSED: Chad Fuss, Asst. Gaming CFO

OTHERS PRESENT: Suzanna Jordan, Jacqueline Smith, Troy Parr, Sam VanDen Heuvel, Linda Koehler, Amber Cornelius, Greg Matson, David Emerson, Leslie Doxtater, James Petitjean, Brian Smith, Kurt Jordan, David Jordan, Maureen Perkins, and Melissa Alvarado taking notes

I. CALL TO ORDER: The FC Regular Meeting was called to order by the FC Chair at 8:30 A.M.

II. APPROVAL OF AGENDA: JUNE 13, 2024

Motion by Jonas Hill to approve the June 13, 2024 Finance Committee Meeting Agenda.
Seconded by Jennifer Webster. Motion carried unanimously.

III. FC MINUTES: May 23, 2024 (Approved via E-Poll on 05/23/24)

Motion by Jonas Hill to acknowledge the FC E-Poll action taken on May 23, 2024 approving the May 23, 2024 Finance Committee Meeting Minutes. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

IV. UNFINISHED BUSINESS:

1. Brown County Highway Commission – PO Increase	Amount: \$250,000.00
Troy Parr, Comm. Development	Total PO: \$650,000.00

Motion by Jonas Hill to approve the Brown County Highway Commission – PO Increase in the amount of \$250,000.00 making the total PO \$650,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

Note: Troy Parr to confirm with the Law Office if there's a waiver or not.

V. CAPITAL EXPENDITURES:

1. EnergiTech Services – Fuel Equipment Repairs/Install Amount: \$288,555.00
James Petitjean/Brian Smith, Retail

Motion by Jennifer Webster to approve the EnergiTech Services – Fuel Equipment Repairs/Install in the amount of \$288,555.00. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

2. CEC – Fire Alarm Panel Amount: \$129,985.28
Chad Fuss, Gaming-Admin

Motion by Jennifer Webster to approve the CEC – Fire Alarm Panel in the amount of \$129,985.28. Seconded by Lisa Liggins. Motion carried unanimously.

Note: Please change “Radisson Airport Casino” to the “Oneida Hotel” in the proposal.

3. Vision Auto Group – Vehicle Purchase (2 Cargo Vans) Amount: \$105,600.00
Greg Matson/Amber Cornelius, CHD

Motion by Jonas Hill to approve the Vision Auto Group – Vehicle Purchase (2 Cargo Vans) in the amount of \$105,600.00. Seconded by Lisa Liggins. Motion carried unanimously.

4. Bluberi – Purchase (6) Slot Machines Amount: \$138,000.00
David Emerson, Gaming-Slots

Motion by Jennifer Webster to approve both the Bluberi – Purchase (6) Slot Machines in the amount of \$138,000.00 and the Ainsworth – Purchase (6) Slot Machines in the amount of \$150,000.00. Seconded by Sarah White. Motion carried unanimously.

5. Ainsworth – Purchase (6) Slot Machines Amount: \$150,000.00
David Emerson, Gaming-Slots

- See Action in Capital Expenditures #4.

VI. NEW BUSINESS:

1. Packer City International Trucks Inc. – PO Increase Amount: \$30,000.00

Suzanna Jordan, Groundskeeping

Total PO: \$75,000.00

Motion by Jennifer Webster to approve the Packer City International Trucks Inc. – PO Increase in the amount of \$30,000.00 making the total PO \$75,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

- 2. CESA 7 – Staff Training Amount: \$50,205.09
 Jacqueline Smith, Education & Training

Motion by RaLinda Ninham-Lamberies to approve the CESA 7 – Staff Training in the amount of \$50,205.00. Seconded by Jennifer Webster. Motion carried unanimously.

- 3. Faith Technologies – Public Transit Network Cabling Amount: \$61,028.00
 Sam VanDen Heuvel, Engineering

Motion by Jennifer Webster to approve the Faith Technologies – Public Transit Network Cabling in the amount of \$61,028.00. Seconded by Sarah White. Motion carried unanimously.

- 4. Mashkawisen Treatment Center – PO Increase Amount: \$95,000.00
 Linda Koehler, CompHealth Total PO: \$144,500.00

Motion by Jennifer Webster to approve the Mashkawisen Treatment Center – PO Increase in the amount of \$95,000.00 making the total PO \$144,500.00. Seconded by Jonas Hill. Motion carried unanimously.

- 5. Oneida Hotel – GONA Conference Amount: \$103,734.00
 Leslie Doxtater, TAP

Motion by Jennifer Webster to approve the Oneida Hotel – Gathering Of Native Americans Conference in the amount of \$103,734.00. Seconded by Jonas Hill. Motion carried unanimously.

- 6. Spectra – Blanket PO Increase_Comp Reimbursement Amount: \$800,000.00
 Chad Fuss, Gaming-Admin Total PO: \$1,650,000.00

Motion by Jennifer Webster to approve the Spectra – Blanket PO Increase_Comp Reimbursement in the amount of \$800,000.00 making the total PO \$1,650,000.00.

Seconded by Lisa Liggins. Opposed by RaLinda Ninham-Lamberies. Abstained by Jonas Hill
Motion carried.

For the record: RaLinda Ninham-Lamberies opposed because there is insufficient documentation to support why there is an increase for comps. and that is an internal control weakness.

For the record: Jonas Hill abstained for the lack of information.

VII. ONEIDA FINANCE FUND:

Report:

1. Oneida Finance Fund Report – June 2024
Melissa Alvarado, Office Manager

Motion by Jennifer Webster to accept the Oneida Finance Fund Report for June 2024.
Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

Requests:

1. WI Heat Softball Travel Team fees Amount: \$500.00
Requester: Heather Dombroski for Liliana

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for WI Heat Softball Travel Team fees for the daughter of the requester in the amount of \$500.
Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

2. REZurrected Ridez Farmers Market Bash - Refreshments Amount: 23 Cases
Requester: Reese Hill

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the product request for twenty-three (23) cases of Coca-Cola products for refreshments at the Oneida Farmers Market Bash for the Brat Barn for the REZurrected Ridez on July 18, 2024.
Seconded by Jonas Hill. Motion carried unanimously.

3. VR Camp I & II fees Amount: \$500.00
Requester: Shawn Skenandore for Anthony

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for VR Camp I & II fees for the son of the requester in the amount of \$500. Seconded

by Jennifer Webster. Motion carried unanimously.

- 4. Holy Apostles Oneida Farmers Market Brat Barn – Refreshments Amount: 25 Cases
Requester: Donnie Webster

Motion by Jonas Hill to approve from the Oneida Finance Fund the product request for twenty-five (25) cases of Coca-Cola products for refreshments at the Oneida Farmers Market Brat Barn for Holy Apostles Church on Aug. 29 and Sept. 19, 2024. Seconded by Lisa Liggins. Abstained by Jennifer Webster. Motion carried.

- 5. No Limits Basketball fees Amount: \$337.50
Requester: Ashley Blaker for Alexander

Motion by Jonas Hill to approve from the Oneida Finance Fund the request for No Limits Basketball fees for the son of the requester in the amount of \$337.50. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

- 6. D1 Minnesota AAU Basketball fees Amount: \$500.00
Requester: Vanessa Miller for Javon

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for D1 Minnesota AAU Basketball fees for the son of the requester in the amount of \$500. Seconded by Jonas Hill. Motion carried unanimously.

- 7. FIRE Fitness Membership Amount: \$500.00
Requester: Sunshine Bain

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for FIRE Fitness Membership in the amount of \$500. Seconded by Jonas Hill. Motion carried unanimously.

- 8. Burn Boot Camp Membership Amount: \$500.00
Requester: Racheal Menomin

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for Burn Boot Camp Membership in the amount of \$500. Seconded by Jonas Hill. Motion carried unanimously.

- 9. Green Bay Elite Cheer fees Amount: \$500.00

Requester: Jesus Hernandez for Alysandra

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Green Bay Elite Cheer fees for the daughter of the requester in the amount of \$500. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

10. YMCA Family Membership Amount: \$324.00
Requester: Vickie Cornelius

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for YMCA Family Membership in the amount of \$324. Seconded by Jonas Hill. Motion carried unanimously.

11. WIBF Bible Camp fees Amount: \$175.50
Requester: George Powless

Motion by Jonas Hill to approve from the Oneida Finance Fund the request for WIBF Bible Camp fees in the amount of \$175.50. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

12. WIBF Bible Camp fees Amount: \$175.50
Requester: Kassandra Powless for Lariah

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for WIBF Bible Camp fees for the daughter of the requester in the amount of \$175.50. Seconded by Jonas Hill. Motion carried unanimously.

13. Zion Lutheran Oneida Farmers Market Brat Barn - Refreshments Amount: 25 Cases
Requester: Kevin Jordan

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the product request for twenty-five (25) cases of Coca-Cola products for refreshments at the Oneida Farmers Market Brat Barn for Zion Lutheran Church on July 11 & 25, 2024. Seconded by Jonas Hill. Motion carried unanimously.

14. WIBF Bible Camp fees Amount: \$175.50
Requester: Rebecca Schommer

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the

request for WIBF Bible Camp fees in the amount of \$175.50. Seconded by Jonas Hill. Motion carried unanimously.

15. WIBF Bible Camp fees Amount: \$175.50
Requester: Dominic Schommer

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for WIBF Bible Camp fees in the amount of \$175.50. Seconded by Jonas Hill. Motion carried unanimously.

16. Baseball 2024 League & Tournament fees Amount: \$420.47 (\$500.00)
Requester: Kurt Jordan for Brady
16B. Amount required to complete request in excess of available balance \$79.53

Motion by Jennifer Webster to approve from the Oneida Finance Fund the requests for Baseball 2024 League & Tournament fees in the amount of \$500 and for WI Heat Fastpitch Softball Tournament fees in the amount of \$500. Seconded by Jonas Hill. Motion carried unanimously.

For the record: The Finance Committee made a consideration to the Oneida Finance Fund to approve both #16 & #17 in the amounts of \$500. Even though the Oneida Finance Fund has been depleted, the Finance Committee recognizes that the Oneida Finance Fund will be over budgeted by \$579.53.

17. *WI Heat Fastpitch Softball Tournament fees Amount: (\$500.00)
Requester: Kurt Jordan for Morgan
17B. Funds have been depleted.

- See Action in Oneida Finance Fund Requests #16.

VIII. EXECUTIVE SESSION: None

IX. ADMINISTRATIVE /INTERNAL: None

X. FOLLOW UP: None

XI. FOR INFORMATION ONLY:

1. IGT – Lease (1) WOF \$25 Slot Machine
David Emerson, Gaming-Slots

Motion by Jennifer Webster to accept the IGT – Lease (1) WOF \$25 Slot Machine, the IGT _ Lease (3) Tiger and Dragon Slot Machines, and the AGS – Lease (4) Orion Curve Slot Machines as FYIs. Seconded by Jonas Hill. Motion carried unanimously.

2. IGT – Lease (3) Tiger and Dragon Slot Machines

David Emerson, Gaming-Slots

- See Action in For Information Only #1.

3. AGS – Lease (4) Orion Curve Slot Machines

David Emerson, Gaming-Slots

- See Action in For Information Only #1.

XII. ADJOURN: Motion by Jonas Hill to adjourn. Seconded by RaLinda Ninham-Lamberies.

Motion carried unanimously. Time: 9:31 A.M.

Minutes submitted by:

Melissa Alvarado, Office Manager

& Finance Committee Contact/Recording Secretary

Finance Committee Approval Date of Minutes via E-Poll: June 13, 2024

Accept the June 27, 2024, regular Finance Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the FC Minutes for 6/27/24 & E-Poll

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: All areas that require FC approval

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input checked="" type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input checked="" type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Lawrence Barton, Treasurer

Primary Requestor: Melissa Alvarado, Office Manager



INTERNAL MEMORANDUM

TO: FINANCE COMMITTEE
FROM: MELISSA ALVARADO, OFFICE MANAGER
SUBJECT: E-POLL RESULTS – FC MINUTES OF JUNE 27, 2024
DATE: 06/28/24

An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of June 27, 2024. The E-Poll and minutes were sent out June 27, 2024 and concluded today. The results of the completed E-Poll are as follows:

E-POLL RESULTS:

There was a Majority of 4 FC members voting to approve the June 27, 2024 Finance Committee Meeting Minutes. FC Members voting included: *RaLinda Ninham-Lamberies, Lisa Liggins, Chad Fuss, and Sarah White.*

These Finance Committee Minutes of June 27, 2024 will be placed on the next Finance Committee agenda to acknowledge this E-Poll action. Per the FC By-Laws all Minutes of the FC will be submitted to the Secretary's Office once a month for BC acceptance.



ONEIDA
FINANCE COMMITTEE

REGULAR MEETING

JUNE 27, 2024 • Time: 8:30 A.M

Business Committee Conference Room/ Microsoft Teams

REGULAR MEETING MINUTES

FC MEMBERS PRESENT:

Larry Barton, BC Treasurer/FC Chair

RaLinda Ninham-Lamberies CFO/FC Vice-Chair

Lisa Liggins, BC Secretary

Chad Fuss, Asst. Gaming CFO

Sarah White, Purchasing Director

FC MEMBERS EXCUSED: Jennifer Webster, BC Council Member and Jonas Hill, BC Council Member

OTHERS PRESENT: David Emerson, Patricia Denny, Frank Noble, Chris Danforth, Timothy Skenandore, Heather Ohuafi, Mary Wasurick, Jason Doxtator, Peter Skenandore, Quinton Schuyler Jr., Kaylynn Gresham, Jamie Willis, Kim Pargo, Sid White, Tiana Danforth, Diahanna King, Vicki Bokelman, Ivy Summers, Lydia Davison, Tony Schneider, Collin Price, Maureen Perkins, David Jordan, and Melissa Alvarado taking notes

I. CALL TO ORDER: The FC Regular Meeting was called to order by the FC Chair at 8:30 A.M.

II. APPROVAL OF AGENDA: JUNE 27, 2024

Motion by Lisa Liggins to approve the June 27, 2024 Finance Committee Meeting Agenda. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

III. MINUTES: JUNE 13, 2024 (Approved via E-Poll on 06/13/24)

Motion by RaLinda Ninham-Lamberies to acknowledge the FC E-Poll action taken on June 13, 2024 approving the June 13, 2024 Finance Committee Meeting Minutes. Seconded by Lisa Liggins. Motion carried unanimously.

Chad Fuss arrived at 8:32 am.

IV. SPECIAL FC E-POLL:

1. Amerind Risk Management Corp. – Insurance Coverage Amount: \$80,138.00
Dana McLester, CHD (Approved via E-Poll on 06/07/24)

Motion by Lisa Liggins to acknowledge the FC E-Poll action taken on June 7, 2024 approving the Amerind Risk Management Corp. – Insurance Coverage in the amount of \$80,138.00. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

V. TABLED BUSINESS: None

VI. CAPITAL EXPENDITURES:

1. Konami – Purchase (8) Slot Machines Amount: \$139,960.00
David Emerson, Gaming-Slots

Motion by RaLinda Ninham-Lamberies to approve the Konami – Purchase (8) Slot Machines in the amount of \$139,960.00. Seconded by Lisa Liggins. Motion carried unanimously.

2. Lee Recreation – Playground Equipment Amount: \$108,365.00
Patricia Denny & Frank Noble, Head Start

Motion by Chad Fuss to approve the Lee Recreation – Playground Equipment in the amount of \$108,365.00. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

For the record: This is a sole source request, not GSA pricing, but Head Start did attempted to get three bids.

3. Bergstrom Chevrolet Buick Cadillac – Vehicle Purchase Amount: \$69,246.00
Chris Danforth, DPW-Automotive (2023 GMC Yukon XL)

Motion by Sarah White to approve the Bergstrom Chevrolet Buick Cadillac – Vehicle Purchase in the amount not to exceed \$70,000.00. Seconded by Lisa Liggins. Opposed by RaLinda Ninham-Lamberies. Motion carried.

For the record: RaLinda Ninham-Lamberies opposed because she doesn't think it sends a fiscally responsible message to the community when we're purchasing vehicles that are \$70,000.

4. Creative Sign Company Inc. – HWY 172 (1) Pylon Sign Amount: \$261,850.00
Timothy Skenandore, Gaming-Facilities

Motion by Sarah White to approve the Creative Sign Company Inc. – HWY 172 (1) Pylon Sign in the amount of \$261,850.00. Seconded by Lisa Liggins. Motion carried unanimously.

5. Bergstrom Chevrolet of Green Bay – Vehicle Purchase Amount: \$78,012.00
Chris Danforth, DPW-Automotive (2024 Chevy Silverado HD CC)

Motion by RaLinda Ninham-Lamberies to approve the Bergstrom Chevrolet of Green Bay – Vehicle Purchase in the amount of \$78,012.00. Seconded by Sarah White. Motion carried unanimously.

6. Bergstrom Chevrolet of Green Bay – Vehicle Purchase Amount: \$77,327.00
Chris Danforth, DPW-Automotive (2024 Chevy Silverado 3500HD)

Motion by RaLinda Ninham-Lamberies to approve the Bergstrom Chevrolet of Green Bay – Vehicle Purchase in the amount of \$77,327.00. Seconded by Lisa Liggins. Motion carried unanimously.

7. Ivan Gandrud Chevrolet Inc – Vehicle Purchase Amount: \$53,957.00
Chris Danforth, DPW-Automotive (2024 Chevy Silverado 2500HD)

Motion by RaLinda Ninham-Lamberies to approve the Ivan Gandrud Chevrolet Inc. – Vehicle Purchase in the amount of \$53,957.00. Seconded by Chad Fuss. Motion carried unanimously.

VII. NEW BUSINESS:

1. IGT – Purchase 20 IGT Slot Machine Conversions Amount: \$62,900.00
David Emerson, Gaming-Slots

Motion by RaLinda Ninham-Lamberies to approve the IGT – Purchase 20 IGT Slot Machine Conversions in the amount of \$62,900.00. Seconded by Lisa Liggins. Motion carried unanimously.

2. Davis Marketing – Advertising & Marketing Services Amount: \$1,133,800.00
Heather Ohuafi & Mary Wasurick, Gaming-Marketing

Motion by Lisa Liggins to approve the Davis Marketing – Advertising & Marketing Services in the amount of \$1,133,800.00. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

3. Arctic Information Technology Inc. – Service Contract Amount: \$324,775.00
Jason Doxtator & Peter Skenandore, DTS

Motion by Chad Fuss to approve the Arctic Information Technology Inc. – Service Contract in the amount of \$324,775.00. Seconded by Lisa Liggins. Motion carried unanimously.

4. Arrow Maintenance – OCHC Parking Lot Maintenance Amount: \$64,338.00
Sid White & Kim Pargo, CompHealth

Motion by Chad Fuss to approve the Arrow Maintenance – OCHC Parking Lot Maintenance in the amount of \$64,338.00. Seconded by Lisa Liggins. Motion carried unanimously.

VIII. DONATIONS / ONEIDA FINANCE FUND:

Report:

1. FC Donation Report – June 2024
Melissa Alvarado, Office Manager

Motion by Lisa Liggins to accept the FC Donation Report for June 2024. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

Requests:

1. Holy Apostles Church – Donation Amount: ~~\$3,000.00~~
Requester: Andrew Jicha, Jr. Warden \$2,796.00

Motion by Lisa Liggins to approve from the Finance Committee Donations the request from Holy Apostles Church - Donation in the amount of 50% of the request of the actual event/project which is \$2,796. Seconded by Chad Fuss. Opposed by RaLinda Ninham-Lamberies. Motion carried.

For the record: RaLinda Ninham-Lamberies opposed because building maintenance is not an event.

Lisa Liggins left 9:06 am

Lisa Liggins returned at 9:08 am

2. NATHPO Conference & Sacred Places Summit – Sponsorship Amount: \$3,000.00
Requester: Valerie Grussing (Collin Price), Executive Director

Motion by RaLinda Ninham-Lamberies to approve from the Finance Committee Donations the request from NATHPO Conference & Sacred Places Summit August 12-16, 2024 - Sponsorship in the amount of \$3,000. Seconded by Lisa Liggins. Motion carried unanimously.

3. St. John Homeless Shelter Annual Gala - Sponsorship Amount: \$3,000.00
Requester: Lydia Davison & Tony Schneider, Event & Donor Relations Specialist

Motion by RaLinda Ninham-Lamberies to approve from the Finance Committee Donations the request from St. John Homeless Shelter Annual Gala October 12, 2024 - Sponsorship in the amount of \$3,000. Seconded by Sarah White. Motion carried unanimously.

4. Cerebral Palsy Inc Annual CP Auction - Sponsorship Amount: \$3,000.00
Requester: Deanna Novak, Major Gifts Coordinator

Motion by RaLinda Ninham-Lamberies to approve from the Finance Committee Donations the request from Cerebral Palsy Inc. Annual CP Auction November 8, 2024 - Sponsorship in the amount of \$3,000. Seconded by Sarah White. Abstained by Chad Fuss. Motion carried.

5. Bay Navigators Special Olympics Team – Donation Amount: \$3,000.00
Requester: Lynn DeWitt (Kaylynn Gresham), Coach of Bay Navigators

Motion by RaLinda Ninham-Lamberies to defer the Finance Committee Donations the request from Bay Navigators Special Olympics Team - Donation to the next Finance Committee meeting. Seconded by Chad Fuss. Motion carried unanimously.

6. NeighborWorks Green Bay – Special Event Amount: \$3,000.00
Requester: Vicki Bokelman & Ivy Summers, Community Outreach Coordinator

Motion by Lisa Liggins to approve from the Finance Committee Donations the request from NeighborWorks Green Bay Good Neighbor Week September 22-28, 2024 – Special Event in

the amount of \$3,000. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

- 7. Oneida Election Board – 2024 Special Election Refreshments Amount: 16 Cases
Requester: Shannon Davis, Oneida Election Board

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the product request for sixteen (16) cases of Coca-Cola products for refreshments at the 2024 Oneida Special Election on July 20, 2024. Seconded by Chad Fuss. Motion carried unanimously.

VIII. EXECUTIVE SESSION: None

X. ADMINISTRATIVE /INTERNAL: None

XI. FOLLOW UP: None

XII. FOR INFORMATION ONLY: None

XIII. ADJOURN: Motion by Chad Fuss to adjourn. Seconded by Sarah White.

Motion carried unanimously. Time: 9:26 A.M.

Minutes submitted by:
Melissa Alvarado, Office Manager
& Finance Committee Contact/Recording Secretary

Finance Committee Approval Date of Minutes via E-Poll: June 28, 2024

Accept the June 19, 2024, regular Legislative Operating Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the June 19, 2024, Legislative Operating Committee meeting minutes.

4. Areas potentially impacted or affected by this request:

- | | |
|---|---|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> MIS |
| <input type="checkbox"/> Gaming/Retail | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: <i>Describe</i> | |

5. Additional attendees needed for this request:

- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*

6. Supporting Documents:

- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input checked="" type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Jameson Wilson, Councilmember

Primary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney



Oneida Nation
Oneida Business Committee
Legislative Operating Committee
PO Box 365 • Oneida, WI 54155-0365
Oneida-nsn.gov



LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES
Oneida Business Committee Conference Room-2nd Floor Norbert Hill Center
June 19, 2024
9:00 a.m.

Present: Jameson Wilson, Jonas Hill, Kirby Metoxen, Jennifer Webster

Excused: Marlon Skenandore

Others Present: Clorissa N. Leeman, Grace Elliott, Carolyn Salutz, Ralinda Ninham-Lamberies

Others Present on Microsoft Teams: Chad Fuss, Cindy Lecker, Evan Doxtator, Fawne Rasmussen, Rae Skenandore, Barbara Webster, David P. Jordan, Fawn Billie, Jeremy King, Maureen Perkins, Michelle Braaten, Todd Vanden Heuvel, Justin Nishimoto, Kristal Hill, Lisa Moore, Peggy Van Gheem, Tavia James-Charles, Donna Smith, Corrine Herlache, Eric Boulanger, Fawn Cottrell, Jason Martinez, Olivia Danforth, Peggy Helm-Quest, Sarah White, Shane Hill, Tonya Webster, Derrick King, Matthew Denny

I. Call to Order and Approval of the Agenda

Jameson Wilson called the June 19, 2024, Legislative Operating Committee meeting to order at 9:00 a.m.

Motion by Jennifer Webster to approve the agenda; seconded by Kirby Metoxen. Motion carried unanimously.

II. Minutes to be Approved

1. June 5, 2024 LOC Meeting Minutes

Motion by Kirby Metoxen to approve the June 5, 2024, LOC meeting minutes and forward to the Oneida Business Committee; seconded by Jonas Hill. Motion carried unanimously.

III. Current Business

1. Back Pay Law Amendments

Motion by Jennifer Webster to approve the updated public comment review memorandum, draft, and legislative analysis; seconded by Kirby Metoxen. Motion carried unanimously.

Motion by Kirby Metoxen to approve the fiscal impact statement request memorandum and forward to the Finance Department directing that a fiscal impact statement be prepared and submitted to the LOC by July 3, 2024; seconded by Jennifer Webster. Motion carried unanimously.



2. Computer Resources Ordinance Amendments

Motion by Jennifer Webster to approve the legislative analysis of the proposed amendments to the Computer Resources Ordinance; seconded by Jonas Hill. Motion carried unanimously.

IV. New Submissions**1. Vendor Licensing Law Amendments**

Motion by Kirby Metoxen to add the Vendor Licensing Law Amendments to the Active Files List with Jonas Hill as the sponsor; seconded by Jennifer Webster. Motion carried unanimously.

2. Independent Contractor Policy Amendments

Motion by Kirby Metoxen to add the Independent Contractor Policy Amendments to the Active Files List with Jonas Hill as the sponsor; seconded by Jennifer Webster. Motion carried unanimously.

3. Oneida Travel and Expense Policy Repeal

Motion by Jonas Hill to add the Oneida Travel and Expense Policy Repeal to the Active Files List with Jennifer Webster as the sponsor; seconded by Kirby Metoxen. Motion carried unanimously.

V. Additions**VI. Administrative Items****VII. Executive Session****VIII. Adjourn**

Motion by Kirby Metoxen to adjourn at 9:15 a.m.; seconded by Jennifer Webster. Motion carried unanimously.

Approve two (2) requested actions - CDC # 19-007 Boundary Signage

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Two actions noted on attached memo.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Melinda J. Danforth, Intergovernmental Affairs Director

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other: #19-007 CDC Approval Package

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other: *Describe*

Mark W. Powless

Digitally signed by Mark W. Powless

Date: 2024.07.15 13:34:32 -05'00'

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Paul J. Witek – Engineering Director/Senior Architect

July 11, 2024

Business Committee Agenda Request - Memo

Project No.: 19-007 **Project Title:** Boundary Signage

Purpose:

The project team is seeking approval of the project through the Capital Improvement Process (CIP).

Background:

The intent of the project is to develop reservation boundary monuments that assert the Nation's presence and position as a Sovereign Nation. The signage will assert this presence through an expression of cultural symbolism reflective of our values and beliefs.

Project need and justification are denoted in the attached CDC #19-007 CDC Approval Package.

Phase II of the CIP has various tribal entities review the project's CDC Approval Package and provide comments on its impacts to the Oneida Reservation. Since the project's specific signage sites have not been determined yet and Phase I is desired to be completed for April 2025 (NFL Draft), we feel it is appropriate to forgo Phase II of the CIP process and proceed directly into Phase III – Design. The standard procedures will be followed to determine site selection.

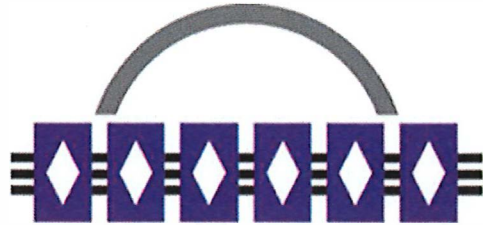
Attachments:

- 19-007 CDC Approval Package with CIP Form-05.

Action Requested:

1. Approval of procedural exception to forgo Phase II of the CIP process of routing the CDC Approval Package to the various review entities.
2. Approval of the CDC Approval Package for CDC #19-007 Boundary Signage.

Boundary Signage



ONEIDA

CDC #19-007

CDC APPROVAL PACKAGE

CDC #19-007

Project Client: Intergovernmental Affairs**Project Team:**

Melinda Danforth	Director Intergovernmental Affairs / Office of Legislative Affairs
Tana Aguirre	Lobbyist / OIA Legislative Affairs
David Jordan	Specialist / Government Relations
Barbara Webster	Director of Public Affairs / Office of Public Relations
Crystal Holtz	Senior Public Relations Specialist / Communications
Michelle Danforth-Anderson	Director / Marketing & Tourism
Troy Parr	Area Manager / Community Development
Stephanie Skenandore	Technician / GIS
Paul Truttman	Project Manager / Engineering Dept.
Paul J. Witek	Engineering Director/Senior Architect / Engineering Dept.

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PROJECT EXECUTIVE SUMMARY

Project Title: Boundary Signage

Project Description:

The Oneida Nation Business Committee directed a branding initiative to reinforce the presence of the Oneida Nation. The jurisdiction of the Nation's sovereign status has been continually challenged by adjoining municipalities. The intent of the project is to assert the Nation's presence and position as a Sovereign Nation and strengthen the qualities of pride and self of our people. The signage will assert this presence through an expression of cultural symbolism reflective of our values and beliefs.

The project development will be phased in over several years.
See page 9 of CDC Approval Package.

Management/Business Plan:

The program's management structure would not change as a result of this project.

The Office of Intergovernmental Affairs is a tribal service entity not structured to accumulate profits; therefore, a Business Plan is not applicable for this project per the Capital Improvement Process.

Site Selection:

There are various proposed sites selected for this project, mainly near major gateways onto the reservation.

See page 10 of CDC Approval Package.

Project Budget Estimate: (also see page 11 of CDC Approval Package)

Soft & Misc. Costs:	\$60,200
Construction:	\$386,400
Furniture, Fixtures & Equipment (FFE):	\$0
Contingency:	\$89,300
Total (rounded):	\$536,000

Financial Plan:

Project funding options for Phase I are being evaluated with the CFO. Activation of identified funds will be a separate request to the Business Committee.

See page 12 of CDC Approval Package.

Communication Plan:

The standard process will be used for communicating the project status to the community.

See page 12 of CDC Approval Package.

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I. Needs Assessment and Project Justification

A. Introduction: The Oneida Nation has been in consistent discussions and lawsuits with adjoining and overlapping municipalities relative to issues of sovereignty, existence, jurisdictional rights, and tribal boundary location. It is important on many levels to convey our existence as a sovereign nation. As the Nation continues to advance our 2030 Land Acquisition Plan and with our land ownership approaching 50%, place branding is essential to communicate the existence of the Nation’s reservation and our people.

The proposed project is intended to reinforce the presence of the Oneida Nation and the Nation’s reservation and identification of tribal lands reinforced with the current branding standards as adopted through Business Committee resolution.

The Oneida Nation Reservation is uniquely proclaimed as a Purple Heart Reservation and will host a Purple Heart Monument which recognizes the many Oneida Tribal members who are recipients of this prestigious medal for acts of heroism and bravery too numerous to tell.

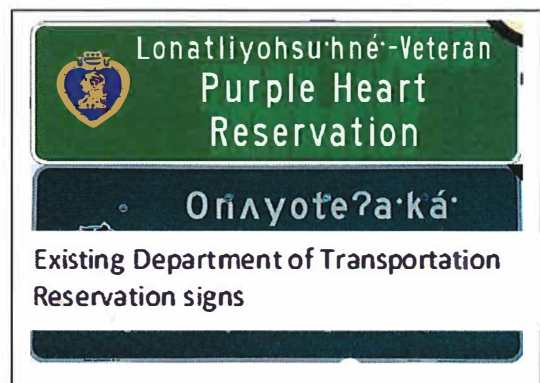
In 2023, The State of WI also approved Bill 284, Section 2. 89.19 (1), coined as Tribal Nation Welcome Sign Bill, allowing welcome signage to be placed within highway right-of -ways.

The purpose of this initiative is to address multiple needs:

1. To reinforce the presence of the Oneida Nation Reservation.
2. To strengthen the statement of sovereignty.
3. To provide delineation marker of identifying boundary limits of the Oneida Nation Reservation.
4. To serve as a branding and marketing strategy that enhances the major gateways into the Oneida Nation Reservation through landscaping and attractive signage.
5. Incorporation of current Reservation branding standards.

B. Present Facilities: After working with the Wisconsin Department of Transportation, we have been able to replace the typical state standard signage with dual language signs and tribal graphics at major roadways. There are continued efforts to expand this initiative to additional locations.

The Communications Department coordinates tribal content on several digital billboards throughout the area.



C. Problem:

- 1. There is a lack of identification of the reservation and where it exists it isn't distinguished from other road signs.
- 2. Residents and travelers lack awareness that they are on the Nation's reservation.

II. Business Plan

- A. The Intergovernmental Affairs Department is a tribal service entity not structured to accumulate profits; therefore, a Business Plan is not applicable for this project per the Capital Improvement Process.

III. Management Plan

- A. Management: The department's management structure would not change as a result of this project.

- B. Organizational Chart:



- C. Staffing, Requestor: Current staffing will not change as a result of this project.
- D. Staffing, Service Departments: The tribal service departments that are impacted by this project include the following. Their need for additional staffing due to this project is noted:
 - 1. DPW – Facilities: no additional position(s) needed.
 - 2. DPW – Groundskeeping: no additional position(s) needed.
 - 3. DPW – Custodial: no additional position(s) needed.
 - 4. DTS: no additional position(s) needed.

IV. Facility Concept and Space Requirements

- A. The proposed project would develop and install boundary monuments, signage and billboards at various locations near major gateways to the reservation. Proposed signage/identification would consist of the following options:
 - 1. Monument – A large statue or structure that would amplify the entrance to the Nation’s reservation boundary that wouldn’t comply with DOT or WI legislative actions and would be located on tribally owned land.
 - a) See Appendix B for example images of monument types possible.
 - 2. Monument Signage – Road-side signage, similar to other municipalities located in the Right-of-Way or on tribally owned land.
 - a) See Appendix B for example images of monument signage types possible.
 - 3. Billboard – similar to typical billboard with digital messaging.
 - a) Oneida controlled messaging.
 - b) Oneida-owned billboard – working with OESC to see if there is a partnership opportunity.
 - c) Leasing of existing billboards.
- B. The project will be phased over several years as the Project Team identifies potential site locations with the greatest impact and funding is allocated.
 - 1. Phase 1 will install the signage at strategic locations prior to the 2025 NFL Draft.
 - a) See Appendix A for potential locations.
 - 2. Phase 2 will address locations that were not a priority in Phase 1 but still constitute valuable locations to further reach the project goals.
- C. Consistent with the Oneida Design Standards, it is our intention to utilize sustainable design principles on this project. Meaning, we will design, and construct, the monument signage to minimize negative impacts to the natural environment and health, while optimizing long-term costs.

V. Site Selection Criteria

- A. Zoning – appropriate for signage.
- B. Site characteristics (topography, drainage, soils, etc.) – appropriate for signage.
- C. Infrastructure – Utilities – available electrical.
- D. Adjacency requirements – along major gateways to reservation.
- E. Existing Ownership.
- F. Land Use Analysis: This is a process where a multi-departmental team consisting of members of Planning, Environmental, Land Management, and GIS Departments inventory and review land parcels. The land use recommendation is presented to the Land Commission for approval.
- G. The site selections for the various phases will be reviewed and determined by the Project Team following necessary processes for zoning and building code requirements.

VI. Environmental

- A. If needed, an Environmental Assessment will be initiated once the project has been approved and the design is at a stage where there is sufficient information to request the assessment.

CDC #19-007

VII. Budget Estimate

A. The Project Budget Estimate follows:

SOFT and MISCELLANEOUS COSTS

Engineering Dept. Fees		33,100
Design Fees & Reimbursables		19,300
Soil Borings, Testing and Surveys		7,000
Agency Review and Approval Fees		400
Insurance - Builders Risk	covered by property insurance	
Historical/Cultural/Archaeological Review		350

Sub-total: 60,200

CONSTRUCTION

(5) Locations Site Work & Landscape		33,000
(1) Monument		181,000
(4) Monument Signs		148,000

Sub-total: 362,000

Oneida Preference Amount		9,500
Sustainable Design Premium	0%	0
Inflation Factor: 1 years	4% per year	14,900

Sub-total: 386,400

FIXTURES, FURNISHINGS AND EQUIPMENT

Division 10 - Specialties		0
Division 11 - Equipment		0
Division 12 - Furnishings		0
Division 27 - Communications		0
Division 28 - Electronic Safety & Security		0

Sub-total: 0

TOTAL:		446,600
Contingency:	20.0%	89,300
Finance Costs:	0.0%	0

ESTIMATED TOTAL PROJECT BUDGET: \$ 536,000

VIII. Financial Plan**A. Tribal Financing:**

1. The Project Team is working with the Chief Financial Officer to identify funding options for Phase I.
2. Funding for future phases will be requested through the Capital Improvement Process (CIP) budget

B. The Project Team has been researching possible grant opportunities for the project and has identified the following potentials”

1. None.

IX. Communication Plan**A. Information included in a communication plan for this project will include:**

1. CIP project number
2. Project title
3. Brief description of the project scope
4. Project schedule

B. The Project Information will be communicated to the community and staff as follows:

1. Reports on Oneida website (Construction Manager)
2. Periodic articles in the Kalihwisaks based upon the specific needs of the project. (Construction Manager)

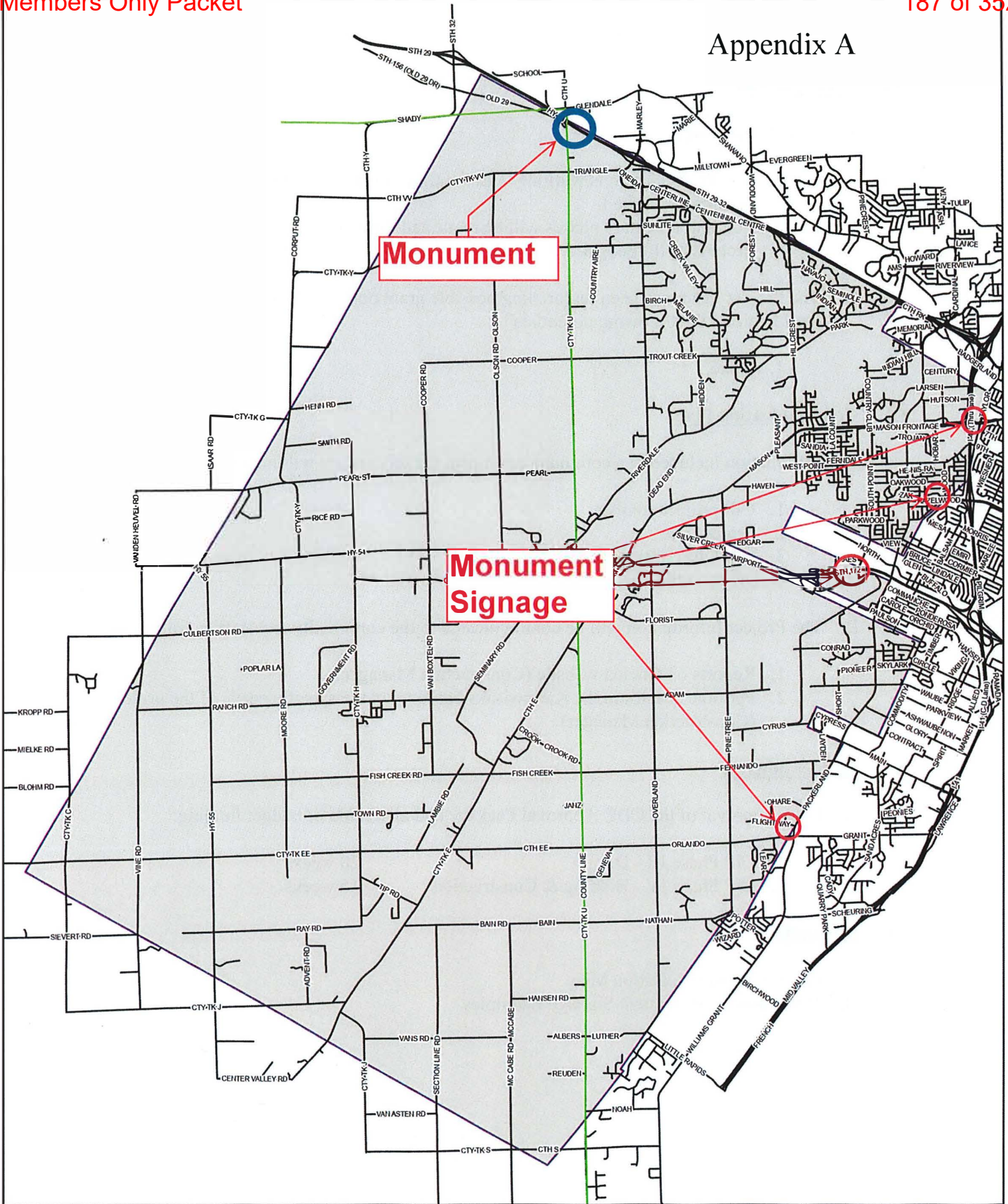
X. Project timeline**A. Upon approval of the CDC Approval Package and allocation of budget funding:**

- | | |
|--|----------|
| 1. CIP Phase III - Design | 28 weeks |
| 2. CIP Phase IV - Bidding & Construction | 15 weeks |

XI. Appendix

- A. Phase I Signage Location Map
- B. Monument & Monument Signage Examples

Appendix A



Monument

Monument Signage



GEOGRAPHIC INFORMATION SYSTEM
 N7332 Water Cir Pl,
 Oneida, WI 54155
 920-869-4563

Road Signs_2023-0724

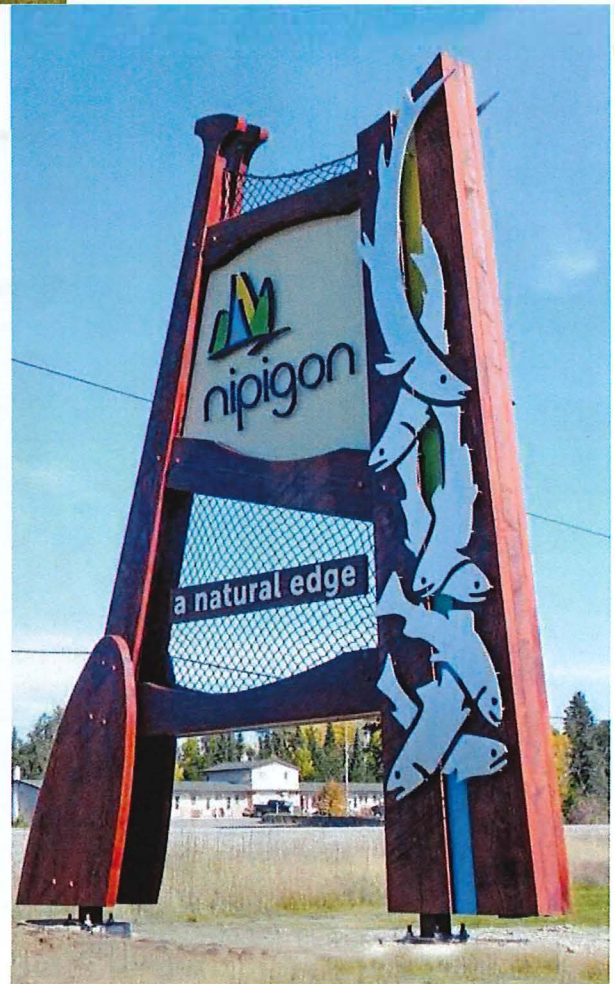
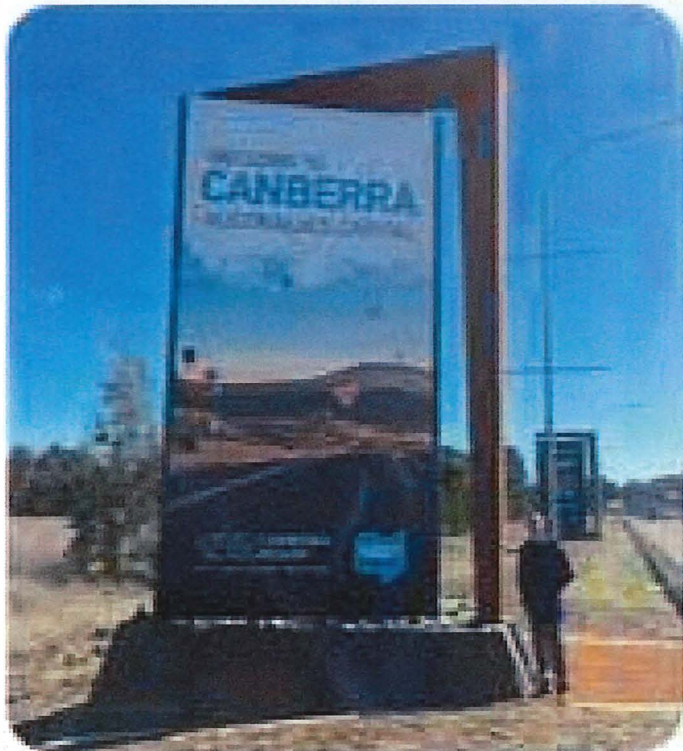
Date: 6/13/2024

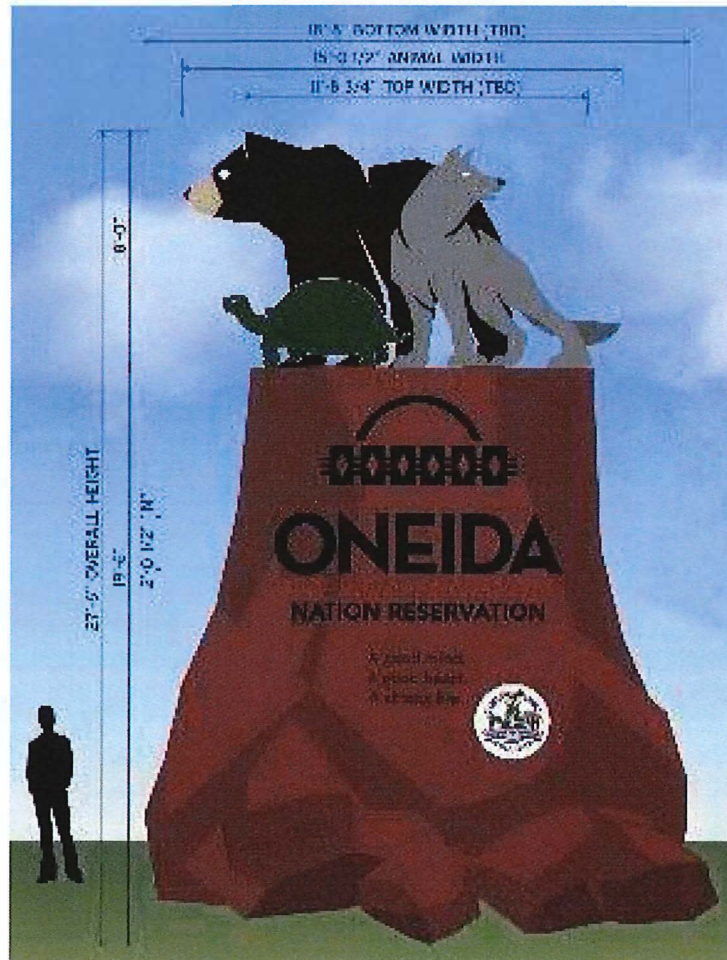


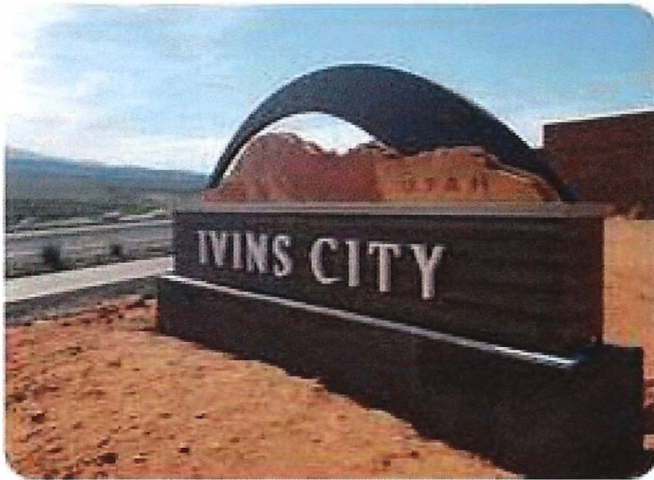
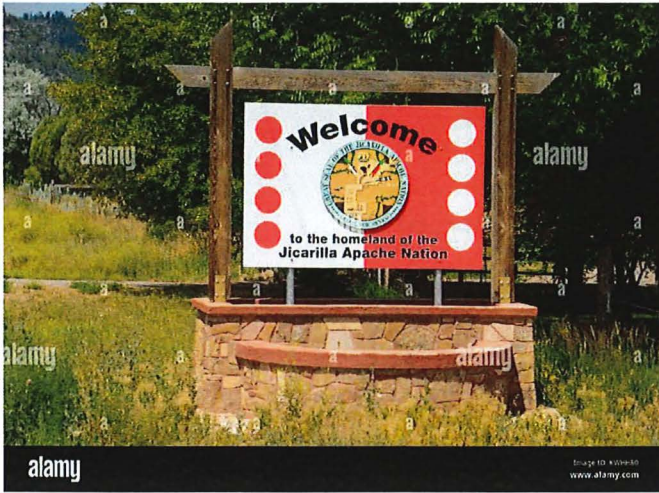
Source: DOLM & Photography 2018
 Coordinate System: Wisconsin State Plane, Central Zone
 Lambert Projection, U.S. Foot
 Horizontal Datum: NAD83
 Vertical Datum: Nav88



Appendix B
Monument Examples









Capital Improvement Process (CIP) - Client Division Director Approval Form

To: Melinda Danforth, Director Intergovernmental Affairs

Through: n/a

From: Paul Truttman, Construction Manager

Date: July 11, 2024

Re: Boundary Signage CDC #19-007

I have reviewed the attached Capital Improvement Process (CIP) document identified below for the above noted project and approve of the project moving into the next phase of the CIP Process.

- Concept Paper – dated: n/a
- CDC Approval Package – dated: July 11, 2024

Melinda J.
Danforth

Digitally signed by
Melinda J. Danforth
Date: 2024.07.11
09:01:55 -05'00'

Melinda Danforth, Director Intergovernmental Affairs

Date

Form CIP-05
Rev. Dec. 4, 2017

Approve Oneida Comprehensive Health Division to participate with State of WI Division of Public Health -

Business Committee Agenda Request

1. Meeting Date Requested: 7/24/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR Enter the requested motion related to this item.

Motion to approve OCHD to enter information into the website/portal

4. Areas potentially impacted or affected by this request:

- Finance
- Programs/Services
- Law Office
- MIS
- Gaming/Retail
- Boards, Committees, or Commissions
- Other:

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Mark W. Powless, General Manager

6. Supporting Documents:

- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other: Memo and additional info

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other:

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager *Mark W. Powless*

Primary Requestor: Debra J. Danforth, RN, BSN, OCHD Division Director
Debra J. Danforth RN, BSN

Oneida Comprehensive Health Division
Oneida Community Health Center
Behavioral Health Services
Anna John Resident Centered Care Community
Employee Health Nursing



To: Mark W. Powless, General Manager
Oneida Business Committee

From: Debra Danforth BSN, RN, Oneida Comprehensive Health Division Director
Michelle Tipple, BSN, RN, Community/Public Health Officer
Peggy Helm-Quest, Community/Public Health Coordinator

Debra J. Danforth
RN, BSN

Digitally signed by
Debra J. Danforth
RN, BSN
Date: 2024.07.12
13:13:24 -05'00'

Michelle Tipple
7/12/2024

PHQ
7/12/2024

Date: July 12, 2024

RE: Request for BC approval for OCHD to participate with the State of WI Well Badger
Resource Center Website/Portal

OCHD is submitting this request for Business Committee approval based upon the requirements of government-to-government relations. The State of WI Division of Public Health manages and operates the WI Well Badger Resource Center. This is a State managed Website/Portal for referral services. There are numerous benefits for our community members to be able to gain access to resource materials Statewide.

The portal is managed by the State of Wisconsin and the Comprehensive Health Division would be required to self-report their services through an online portal. There is no cost involved, as it is financially supported by State and Federal dollars to maintain this web site. There are other Tribes within the State that are already participating. The goal of this participation would be to all for better access for our community members to seek resources throughout the area Statewide.

The Oneida Comprehensive Health Division is seeking the approval of the Business Committee to allow OCHD to enter information into the Website/portal which will accessible Statewide.

Mailing Address: P.O. Box 365, Oneida, WI 54155
<https://oneida-nsn.gov/resources/health/>

Oneida Community Health Center
Behavioral Health Services
Anna John Resident Centered Care Community
Employee Health Nursing

525 Airport Rd., Oneida, WI 54155
2640 West Point Rd., Green Bay, WI 54304
2901 S. Overland Rd., Oneida, WI 54155
701 Packerland Dr., Green Bay, WI 54303

Phone: (920) 869-2711 or 1-866-869-2711
Phone: (920) 490-3790 or 1-888-490-2457
Phone: (920) 869-2797
Phone: (920) 405-4492

Fax: (920) 869-1780
Fax: (920) 490-3883
Fax: (920) 869-3238
Fax: (920) 405-4494

www.wellbadger.org.

Benefits

Allows for easy Information and Referral access to care resources through multiple formats. Well Badger is a one-stop connection (resource and navigator) to community, social, health, and government programs in a searchable, online, text, e-mail, CHAT, phone, webform, and Facebook access connecting with staff that are AIRS Certified by the National Assoc of Information and Referral Specialists. Well Badger also has an online portal allowing for parent and professional access to a Children's Mental and Behavioral Health resource navigator. There are online trainings on how to use the resources. A recent add-on is the Well Badger Knowledge Base of articles. ie. listing of all hospitals in Wisconsin that have completed the WAPC Level of Care Self Assessments.

No Cost as this resource is 100% financially supported by the State of Wisconsin and the Federal Government. As an Information and Referral resource, Well Badger meets and exceeds the statute requirements set by State and Federal Government programs for help assuring access to care for:

- Maternal and Child Health Program (MCH-B) Health Resources Services Administration (HRSA)
- Children and Youth with Special Health Care Needs Program (CYSHCN)
- Women, Infants and Children Program (WIC)
- Wisconsin Well Woman Program
- Children's Mental Health Program, and
- meets the needs for other local and state programs as it is inclusive, cooperative and collaborative with all the other "help-line" resources ie. 211.

Covers multiple topics that OCHD provides services for.

The core topic areas include resource information and referral for: Infant Health, Child Health, Adolescent Health, Pregnancy/Maternal Health, Parenting Education and Support, Breastfeeding and Nutrition; Disability, Birth Defects prevention, Financial and Legal Assistance, Healthcare Coverage and Services, Mental Health and Substance Abuse, WIC, FoodShare, HeadStart, and many others according to what agencies provide.

Well Badger requires agencies to self-report their services through an online portal. All LPHD and most of Wisconsin Tribes have some information in the Directory. By providing this information, there would be a more comprehensive listing of all OCHD services, for both community and professionals as well as a knowledge portal. There Would be better cross tribal knowledge of available services.

The form that is used to submit the programs and services to the online directory is attached. A Well Badger Resource Management Specialist will contact us within two weeks to verify information and gather any missing information. The directory is updated annually on a rotational basis.

Well Badger Resource Center - Submission Form

(untitled)

First, tell us about yourself. *

First Name

Last Name

Title

Email Address

Phone Number

Ex: 123-123-1234, ext. 123

Part 1: Program/Service Information

1. I agree that this program/service meets the Well Badger Resource Center's inclusion criteria. *

Yes

No

Program/Service Information - continued

2. What is the official name of this program/service at your agency/organization? *

3. Please provide a short description of the program/service (about 2 - 4 sentences).

Example: Program XYZ helps pregnant women, new moms, and their family members quit smoking.

Participants receive free one-on-one counseling and support from a trained Quit Coach. Services include: home visits, phone calls, text message support, and smoking breath tests (to monitor progress).

Participants receive Wal-Mart gift cards for completing sessions.

4. What are the eligibility requirements for this program/service?

Examples include, but are not limited to: age, gender, tribal affiliation, income, pregnancy status, referral needed, etc.

5. Do you provide this program/service through telehealth/virtual visits?

Yes

No

6. Please explain what telehealth options are available.

7. Does this program/service typically have a waiting list?

Yes

No

8. What are the hours of operation for this program/service?

Example: Monday - Friday: 8:00 AM - 5:00 PM, Saturday: 8:00 AM - 12:00 PM

9. Is there is a specific webpage for this program/service? If so, please copy URL here. If there is no specific webpage for this program/service, you may use an agency/organization URL, Facebook address or leave blank.

10. What is the main phone number to call if someone is trying to connect with this program/service? **(Available to public)**

11. What is the general email address for this program/service? **(Available to public)** If none, leave blank.

12. What is the Toll-free phone number for this program/service? **(Available to public)** If none, leave blank.

13. What is the fax number for this program/service? **(Available to public)** If none, leave blank.

14. What is the TTY/TDD phone number(s) for this program/service? **(Available to public)** If none, leave blank.

15. Please explain the best way(s) for individuals to access this program/service.

Example: Call 1-800-786-9876 to schedule an appointment or apply online at program123.org.

16. Do you accept insurance for this program/service?

- Yes
- No
- N/A

17. Is there a fee for this program/service? If so, please specify cost and which payment methods are accepted? Please indicate if sliding fee scale is available. If no fee, leave blank.

Example: \$20 registration fee, payable by cash, check, or credit card

18. Is there an online application for this program/service? If so, please copy URL here.

19. What geographic area (counties, cities, or zip codes) does this program/service serve? If you offer this program/service to individuals statewide, list "statewide".

Please only enter "statewide" if you truly have the capacity to serve clients statewide **AND it would be feasible** for anyone from the state to access your program/services. This is most appropriate for telehealth or programs/services that have regional coordinators. If that doesn't apply to your program/service, please list the most feasible geographic area that can be served.

Example: Milwaukee, Racine, and Kenosha Counties

20. Is this program/service available in other languages other than English? If so, please specify:

Example: Spanish. Interpreters available for other languages by request via language line.

21. Do you have suggested key words to help individuals find your program/service during a search?

Example: Quit Smoking, Smoking Cessation

22. Is there any other information you'd like to share about your program/service?

23. Who is the main contact person for this program/service? **This information is for Well Badger staff only and will not be made available to the public. ***

First Name

Last Name

Title

Phone Number

Email Address

24. Who is the alternate contact person for this program/service? **This information is for Well Badger staff only and will not be made available to the public. It will be used only if the main contact can not be reached.**

*

First Name

Last Name

Title

Phone Number

Email Address

Part 2: Site Information

25. What is the name of this location/building? Is the location/building part of a larger organization? Please explain.

*Example: Agency = Apple County Health Department. Site = Northern Health Center **

26. Is the location/building known by any other name(s)?

27. What is the address for this location/building?

*

28. Will individuals need to visit the physical location to access services? (If yes, address will be published in database.)

- Yes
- No

29. Is the location/building accessible by public bus?

- Yes
- No

30. Is the location/building wheelchair accessible?

- Yes
- No

31. Do you have additional instructions to help individuals find your site (physical location) or finding your office once inside the building?

Examples: Parking is available on the corner of Main Street and 8th Street. Entrance to the building is on Main Street. Take elevator to third floor and go to room #301.

32. What is the mailing address of this site?

- Same as physical address
- Different than physical address

33. Please provide the mailing address.

Review the Oneida Youth Leadership Institute charter and bylaws and determine next steps

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve revisions

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: OYLI

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|---|--|---|
| <input checked="" type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input checked="" type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input checked="" type="checkbox"/> Other: OYLI Charter | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Marlon Skenandore, Councilman

Primary Requestor: Cheryl Stevens, Grants Office/OYLI Board



MEMORANDUM

TO: BC Agenda for July 24, 2024

FROM: Cheryl Stevens, OYLI Executive Manager

DATE: July 16, 2024

RE: OYLI Charter/bylaws revisions

Please put the attached OYLI Charter and Bylaws on next OBC agenda of July 24, 2024, for approval. They have been updated and have gone to the Oneida Law Office for review and approval. They contain revisions due to inconsistencies as working documents for the Oneida Youth Leadership Institute. Also attached are the Oneida Law Office approved reviews for both the Charter and Bylaws of the Oneida Youth Leadership Institute. They have been approved by the OYLI Board to resubmit.

ONEIDA LAW OFFICE

CONFIDENTIAL: ATTORNEY/CLIENT WORK PRODUCT

TO: Cheryl R. Stevens
Oneida Youth Leadership Institute

Use this number on future correspondence:

2024-0768

FROM: Krystal L. John, Staff Attorney

Krystal L. John Digitally signed by Krystal L. John
Date: 2024.07.01 11:48:46 -05'00'

DATE: July 1, 2024

RE: Youth Leadership Institute – Charter

If you have any questions or comments regarding this review, please call 869-4327.

The attached documents have been reviewed by the Oneida Law Office. Please note the following:

- ✓ The document is in appropriate legal form. (Execution is a management decision)

1 **10 ONEIDA YOUTH LEADERSHIP INSTITUTE CHARTER**

2
3
4 **Section I. Establishment of the Oneida Youth Leadership Institute.**

5
6 A. Creation. The Oneida Youth Leadership Institute (“OYLI”) is hereby established as a
7 wholly owned unincorporated agency of the Oneida Nation (the “Nation”), and shall be
8 governed and managed by a Board of Directors, subject to the provisions of this Charter;
9 the Board of Directors is not a board, committee or commission for purposes of the
10 Comprehensive Policy Governing Boards, Committees and Commissions.

11
12 B. Purpose. The purpose of OYLI is to operate and support programs and activities
13 which promote leadership qualities in Oneida youth, and to solicit charitable donations to
14 fund such programs and activities.

15
16 C. Location. OYLI shall maintain its offices on the Oneida Reservation, but may
17 conduct its activities both on and off the Reservation.

18
19 D. Instrumentality of the Nation. As a wholly owned instrumentality of the Nation,
20 OLYI and its assets and activities shall have all the privileges and immunities of the
21 Nation, including immunity from taxation, regulation and unconsented suit, subject to the
22 limitations in this Charter and applicable law. The Nation shall at all times retain the sole
23 proprietary interest in OYLI.

24
25 E. Exercise of Authority. Any exercise by OYLI of any powers or authorities in
26 accordance with this Charter shall constitute the exercise of a governmental function of
27 the Nation.

28
29 F. Allocation of Authority. All rights, powers or privileges not expressly delegated
30 herein to OYLI shall be reserved to and held by the Oneida Business Committee and the
31 Oneida General Tribal Council.

32
33 **Section II. Authority.** The Oneida Business Committee grants this Charter based upon the
34 authority vested in it by the Oneida General Tribal Council and Art. IV, §§ 1(g) and (h) of the
35 Oneida Nation Constitution and By-Laws, and pursuant to the inherent sovereign rights of the
36 Nation.

37
38 **Section III. Term of Existence.** OYLI shall be formed as of the time of the granting of this
39 Charter and its term of existence shall be perpetual, unless it is earlier dissolved pursuant to
40 section XII of this Charter.

41
42 **Section IV. Jurisdiction.** OYLI is created under and is subject to the jurisdiction, laws, and
43 ordinances of the Nation.

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Section V. Privileges and Immunities.

A. Privileges and Immunities. OYLI shall be entitled to all of the privileges and immunities of the Nation, including sovereign immunity, to the same extent as the Nation itself, together with all rights and privileges arising from tribal sovereignty.

B. Waiver of Sovereign Immunity. The Nation may waive OYLI's sovereign immunity, provided that any such waiver is made in conformity with the Nation's Sovereign Immunity Ordinance, Chp. 14, Oneida Nation Code of Laws.

C. The liabilities and obligations of OYLI shall only be enforceable against OYLI, to the extent permitted by and consistent with any valid waiver of OYLI's sovereign immunity, and shall not be enforceable against the Nation or any assets and revenues of the Nation, except as specifically authorized by the Nation in conformity with the Nation's laws.

D. The liabilities and obligations of the Nation shall not be enforceable against OYLI or its assets, revenues or activities.

E. The assets, liabilities, rights and obligations of OYLI shall be separate and distinct from the assets, liabilities, rights and obligations of the Nation.

Section VI. Rights, Powers and Authorities

A. It is the intent of this Charter to authorize OYLI to do all things necessary and desirable in connection with the fulfillment of its purpose.

B. OYLI shall have the power in its own name to:

1. solicit and receive charitable contributions;
2. receive, collect and own all revenues and pay all expenses arising from or related to its activities;
3. purchase, take, receive, lease, obtain by gift of bequest, or otherwise acquire, own, hold, improve, or use real or personal property, or any interest therein, wherever situated;
4. sell, convey, mortgage, pledge, lease, exchange, transfer or otherwise dispose of or encumber all or any part of its property and assets;
5. purchase, take, receive, subscribe for, or otherwise acquire, own, hold, vote, use, employ, sell, mortgage, loan, pledge, or otherwise dispose of, and otherwise use and deal with, shares or other interests in, or obligations of, corporations, associations, partnerships of other entities, or individuals, or direct or indirect

93 obligations of the United States or of any other government, tribe, state, territory,
94 governmental district or municipality, or any instrumentality thereof;

95
96 6. employ contractors, consultants, agents, managers, advisers and accountants;

97
98 7. loan money, invest and reinvest its funds, and take and hold real and personal
99 property as security for the payment of funds so loaned or invested;

100
101 8. hire, supervise and terminate employees, consultants and agents, and define
102 their duties and fix their compensation, provided that all employees shall be
103 employees of the Nation and governed by the Nation's personnel policies;

104
105 9. establish and maintain procedures for its day-to-day operations;

106
107 10. make and amend By-laws, consistent with this Charter and the laws of the
108 Nation and the United States, for the administration and regulation of its affairs;

109
110 11. open and maintain such deposit and securities accounts with banks,
111 securities intermediaries and other financial institutions, and to deposit therein
112 any or all revenues, provided that its accounts shall be separate from the accounts
113 of the Nation and its assets shall not be commingled with other assets of the
114 Nation;

115
116 12. sue and be sued in its own name, including submitting any matter to
117 arbitration or alternative dispute resolution, provided that the grant of power
118 herein to sue and be sued does not in and of itself constitute a waiver of OYLI's
119 sovereign immunity;

120
121 13. consent to the jurisdiction of any federal, state or tribal court, and waive the
122 requirement of the exhaustion of tribal remedies; and

123
124 14. exercise all powers necessary to further its purpose, to the extent not
125 inconsistent with anything herein.

126
127 **Section VII. Limitations on Powers and Authorities.** OYLI shall not have authority to
128 exercise any regulatory, legislative or judicial power, and shall not exercise any power or
129 authority reserved to the Oneida Business Committee or General Tribal Council.

130
131 **Section VIII. Assets.** OYLI's assets shall consist of all of its revenues, proceeds and earnings
132 and whatever other assets it develops, generates or acquires as provided in this Charter, and shall
133 include: all real and personal property transferred to OYLI by the Nation; all funds which OYLI
134 may acquire by grant, loan, gift or other means; all real and personal property which OYLI may
135 acquire by grant, loan, gift or other means; and all earnings, interest, dividends, accumulations,
136 contract rights, claims and other proceeds arising from any listed assets.

139 **Section IX. Board of Directors.**

140

141 A. Establishment. There is hereby established a Board of Directors (the “Board”) which
142 shall manage the activities, affairs, and property of OYLI, and is hereby vested with all
143 powers necessary to carry out OYLI’s purpose. The Board shall be responsible for the
144 development, custody, management and operation of OYLI, for the establishment and
145 maintenance of effective operating policies, and for the usual and ordinary duties of
146 oversight and direction. The Board shall develop By-Laws governing its activities, which
147 shall be consistent with this Charter and Oneida law.

148

149 B. Number and Appointment. The Board shall consist of a minimum of four (4) and a
150 maximum of seven (7) members (each, a “Director”) selected and appointed by the
151 Oneida Business Committee. In selecting and appointing Directors, the Oneida Business
152 Committee shall give due consideration to qualities of industry, responsibility, integrity,
153 and judgment, and shall have due regard for the need for diversity of experience on the
154 Board, the need for adequate representation of the areas of expertise required by OYLI,
155 and the guidelines of organizations which may provide financial assistance to OYLI.

156 1. A minimum of four (4) Directors shall be local to the area, residing within
157 Brown or Outagamie counties.

158 2. A minimum of three (3) Directors shall be enrolled Tribal members of the
159 Oneida Nation.

160 3. To the extent possible, in order to create a well-balanced Board, when
161 appointing Directors, the Oneida Business Committee shall ensure that the Board
162 contains a minimum of one (1) Director with each of the specialties: management,
163 business administration, youth services and law.

164 4. In appointing the first Board, the OYLI work group shall prepare a pool of
165 candidates for the Oneida Business Committee’s consideration and the Oneida
166 Business Committee shall make appointments from the said pool.

167 5. In making all future appointments, the Board may provide the Oneida
168 Business Committee with three (3) candidates per available Director position and
169 the Oneida Business Committee shall make appointments from the candidates
170 provided by the Board.

171 6. The Directors shall select from amongst themselves the following officer
172 positions, provided that all officers shall be enrolled Tribal members of the
173 Oneida Nation: President, Secretary and Treasurer.

174

175 C. Qualifications. Directors must meet the following qualifications:

176

177 1. be at least twenty-one (21) years old;

178

- 179 2. have a high school diploma, high school equivalency degree, or general
180 education development certificate;
181
182 3. have fundraising experience and either a) experience in management, business
183 administration, youth services or law, or b) a bachelor's degree;
184
185 4. have the ability to obtain a fiduciary bond; and
186
187 5. have the ability to exercise sound judgment in matters relating to OYLI's
188 purpose.
189

190 D. Term. Each Director shall serve a term of three (3) years, stagger terms and shall
191 remain staggered for the duration of the Board's existence. Directors may be re-
192 appointed to successive terms without limitation.
193

194 E. Removal. The Oneida Business Committee may remove Directors, with cause as
195 defined in the OYLI's By-laws, by a majority vote of the members of the Oneida
196 Business Committee present and voting at a duly called and held meeting of the Oneida
197 Business Committee. The Board may adopt By-Laws governing the removal of OYLI
198 Directors by the Board with or without cause.
199

200 F. Vacancy. In the event of a vacancy before the expiration of a term, the Oneida
201 Business Committee shall, in accordance with this Charter and Oneida law, promptly
202 select and appoint a new Director for the remainder of the unexpired term.
203

204 G. Successor. Unless he or she resigns or is removed, a Director shall hold office until
205 his or her successor is appointed and sworn in by the Oneida Business Committee. In the
206 event a Director holds over in office beyond the expiration of his or her term, the term of
207 his successor shall be commensurately shortened, so that the terms of the Directors
208 remain staggered.
209

210 H. No Personal Liability. No Director shall be personally liable to any creditor of OYLI
211 by reason of his or her status as a Director of the Board or by reason of acts done or not
212 done in his or her capacity as a Director of the Board.
213

214 I. Quorum. A quorum of the Board shall consist of one-half of the Directors then in
215 office, plus one. A quorum is required for the Board to take official action. A quorum
216 may be reached by Directors attending the meeting in person or, if preapproved by the
217 Board, via conference call, Skype or similar technology.
218

219 J. Regular Meetings. The Board shall meet at least once every month and may meet as
220 frequently as the business of the OYLI requires.
221

222 K. Compensation. The Board stipend shall be one hundred dollars (\$100.00) per
223 meeting and shall be paid from the OYLI's earnings. The stipend amount may be
224 modified as proposed by the Board and approved by Oneida Business Committee

225 resolution. While the Board may meet as frequently as the business of the OYLI
226 requires, Directors may receive stipends for a maximum of two (2) meetings per month.

227
228 L. Conflict of Interest. A Director shall not participate in any Board action that involves
229 the Director's personal financial interest. Each Director shall promptly notify the
230 Secretary of the Board in writing of any personal financial interest he or she may have in
231 any matter which may come before the Board or which may relate to the activities of
232 OYLI. The Secretary shall enter the notification in the minutes, and the Director shall
233 not participate in any action relating to the matter or be involved in any manner with the
234 matter. As used herein, "personal financial interest" means an interest distinct from other
235 members of the Nation held by the Director or an immediate family member of the
236 Director which involves an ownership, income, investment or other beneficial interest in
237 a business, or relates to any employment or prospective employment.

238
239 M. Records. The Board shall keep complete and accurate records of all meetings and
240 actions taken.

241
242 **Section X. Indemnification of Directors and Officers.** OYLI shall indemnify any person
243 against reasonable expenses actually and necessarily incurred, and against judgments, fines and
244 amounts paid in settlement, in connection with any action, suit or proceeding in which the person
245 was or is a party or threatened to be made a party by reason of the fact that he or she is or was a
246 Director, officer, agent or employee acting on behalf of the OYLI, to the extent that such person
247 is not otherwise indemnified, except in relation to matters as to which the person shall be
248 adjudged in such action, suit or proceeding to be liable for gross negligence or intentional
249 misconduct.

250
251 **Section XI. Reports.**

252
253 A. Semi-Annual/Annual and Quarterly Reports. The Board shall make quarterly reports
254 to the Oneida Business Committee and annual and semi-annual reports to the Oneida
255 Business Committee and/or Oneida General Tribal Council based on the reporting
256 schedule created by the Nation's Secretary, approved by the Oneida Business Committee
257 and posted on the Nation's website. The reports shall be made in the reporting form
258 template provided by the Nation's Secretary. The Board shall approve all reports by
259 official Board action prior to the report's submittal to the Oneida Business Committee
260 and/or the General Tribal Council.

261
262
263 B. Financial Reports. The Board shall submit annual and semi-annual financial reports
264 to the OBC. Financial reports are subject to annual audits by the Nation's internal and/or
265 third party auditors. They are proprietary and confidential, to be retained by the
266 Secretary's office, and accessible only to those authorized officers, officials and personnel
267 of the Nation with a legal or legitimate need to know such information; provided,
268 however, that the Board or the Oneida Business Committee may authorize disclosure.
269 Financial reports should be structured in an understandable manner consistent with

270 Generally Accepted Accounting Principles (GAAP), and shall at a minimum include the
271 following:

- 272
- 273 1. executive summary;
 - 274
 - 275 2. statement of financial position;
 - 276
 - 277 3. statement of activities;
 - 278
 - 279 4. statement of functional expenses;
 - 280
 - 281 5. statement of cash flows; and
 - 282
 - 283 6. notes to financial statements.
 - 284

285 C. Disclosure Reports. The Board shall submit disclosure reports to the Oneida
286 Business Committee by May 31st of each year. Disclosure reports shall identify any
287 personal financial interest on the part of any Director which precludes the Director from
288 participating in actions of the Board or being involved in the operations of OYLI under
289 section IX(L). Disclosure reports are proprietary and confidential, to be retained by the
290 Secretary's office, and accessible only to those authorized officers, officials and
291 personnel of the Nation with a legal or legitimate need to know the information.
292

293 **Section XII. Dissolution.** The Oneida Business Committee may dissolve OYLI by a 2/3
294 majority vote adopting a resolution calling for dissolution. Upon dissolution, OYLI's assets
295 shall be distributed in the following order of priority: i) perfected security interests of the Oneida
296 Nation; ii) perfected security interests of third parties; iii) imperfect security interests of the
297 Oneida Nation and third parties; and iv) all other debts and liabilities. Upon payment of all debts
298 and liabilities, all remaining assets shall revert to the Oneida Nation.
299

300 **Section XIII. Miscellaneous.**

301

302 A. Effective Date. This Charter shall become effective upon the date of adoption of a
303 resolution by the Oneida Business Committee granting this Charter.
304

305 B. Consistency with Constitution. This Charter shall be construed in a manner
306 consistent with the Oneida Nation Constitution. In the event of any inconsistency, the
307 provisions of the Constitution shall control.
308

309 C. Consistency with Oneida Nation Laws. To the extent of any inconsistency between
310 this Charter and the laws of the Oneida Nation with respect to the activities and
311 operations of OYLI, this Charter shall control.
312

313 D. Amendment. The Oneida Business Committee may amend this Charter through
314 adoption of a resolution.
315

316
317
318

ONEIDA LAW OFFICE

CONFIDENTIAL: ATTORNEY/CLIENT WORK PRODUCT

TO: Cheryl R. Stevens
Oneida Youth Leadership Institute

Use this number on future correspondence:

2024-0768

FROM: Krystal L. John, Staff Attorney

DATE: July 15, 2024

RE: Youth Leadership Institute – Bylaws-REVISED

If you have any questions or comments regarding this review, please call 869-4327.

The attached documents have been reviewed by the Oneida Law Office. Please note the following:

- ✓ The document is in appropriate legal form. *(Execution is a management decision.)*
- ✓ Please note that OYLI is not an internal board, committee or commission of the Nation. As such, the requirements of the Boards, Committees and Commissions law does not apply to OYLI by only, but rather voluntarily through the Board's application of the law in specific sections of its by-laws. Accordingly, any sections of the Board, Committees and Commissions law not specifically referenced as applicable to OYLI are not applicable.
- ✓ I have reviewed revisions to the document and determined them to be appropriate on July 15, 2024. (Execution is a management decision)

1 The Oneida Youth Leadership Institute Board

2 By-laws

4 Article I. Authority

5 1. Name

6 (a) The official name of this board is the Oneida Youth Leadership Institute Board referred
7 to herein as the Board

9 2. Authority

10 (a) By the authority of the Oneida Nation, the Board was established by the Oneida Youth
11 Leadership Institute's Charter, which was adopted by Oneida Business Committee
12 resolution #09-14-16-B, and revised resolution #_____.

13 (b) The purpose of the Oneida Youth Leadership Institute Board is to:

14 (1) receive tax-deductible contributions eligible under Internal Revenue Code
15 Section 170 and 7871(a);

16 (2) approve and administer the Oneida Youth Leadership Institute's disbursements;
17 (3) promote nonprofit activities including, but not limited to, fundraising,
18 education, training, meetings, workshops, publications and other relevant activities
19 of the Oneida Youth Leadership Institute Board; and

20 (4) provide regular reporting to the Oneida Business Committee and General Tribal
21 Council.

22 3. Office

23 (a) The official mailing address of the Board is P.O. Box 365, Oneida, WI 54155.

24 (b) The physical address of the Board is 909 Packerland Drive, Green Bay, WI 54303. The
25 physical address of the Board is subject to change from time to time with approval of the
26 Board.

28 4. Membership

29 (a) The Board shall be composed of a minimum of five (5) and a maximum of seven (7)
30 directors. In selecting and appointing Directors, the Oneida Business Committee shall give
31 due consideration to qualities of industry, responsibility, integrity, and judgment, and shall
32 have due regard for the need for diversity of experience on the Board, the need for adequate
33 representation of the areas of expertise required by the Oneida Youth Leadership Institute,
34 and the guidelines of organizations which may provide financial assistance to Oneida
35 Youth Leadership Institute.

36 (1) A minimum of four (4) directors shall be local to the area, residing within
37 Brown or Outagamie counties.

38 (2) A minimum of three (3) directors shall be enrolled Tribal members of the
39 Oneida Nation.

40 (3) To the extent possible, in order to create a well-balanced Board, when
41 appointing directors, the Oneida Business Committee shall ensure that the Board
42 contains a minimum of one (1) director with each of the specialties: management,
43 business administration, youth services and law.

44 (4) In making all future appointments, the Oneida Business Committee shall make
45 appointments in accordance with the Boards, Committees and Commissions law.

46 (5) Each director shall serve a term of three (3) years, provided that the initial
47 directors, in order to stagger terms, shall be randomly assigned one, two, and three
48 year terms, in roughly equal proportion, and the terms shall thereafter remain
49 staggered for the duration of the Board's existence. Directors may be re-appointed
50 to successive terms without limitation.

51 (b) Qualifications

52 (a) To be eligible for appointment to the Oneida Youth Leadership Institute Board,
53 a candidate shall have the following qualifications:

- 54 (a) be at least twenty-one (21) years old;
55 (b) have a high school diploma, high school equivalency degree, or general
56 education development certificate;
57 (c) have fundraising experience and either (1) experience in management,
58 business administration, youth services or law, or (2) a bachelor's degree;
59 (d) have the ability to obtain a fiduciary bond; and
60 (e) have the ability to exercise sound judgment in matters relating to
61 OYLI's purpose.

62 (c) Vacancies, Appointments, Resignations, Suspensions, and Removals

63 (a) Vacancies and Appointments. If any director dies, resigns, is removed,
64 incapacitated, or is otherwise unable to serve, the OBC will review past applications
65 for possible candidate appointments.

66 (b) Resignation. Directors wishing to resign may do so by submitting a written
67 resignation at any regular Board meeting.

68 (c) Removal. Removal of directors may occur by the Oneida Business Committee
69 in accordance with the Removal law or by the Board in accordance with the Board's
70 charter. All removals of directors by the Board shall further the purpose and policy
71 of the Oneida Youth Leadership Institute. Removals by the Board may be with or
72 without cause, where the following creates cause for removal:

- 73 (a) failure to attend three (3) regularly scheduled meetings, whether
74 excused or unexcused, within a six (6) month period;
75 (b) intentional misuse of funds;
76 (c) alcohol abuse while performing official responsibilities or illegal use of
77 drugs at any time;
78 (d) failure to continue to meet the qualifications for serving as director;
79 and/or
80 (e) committing a felony while serving as director.

81 (d) Subcommittees. A subcommittee may be appointed by the chairperson of the Board to
82 carry out specific duties, when deemed necessary. The subcommittee shall serve until the
83 duties with which this subcommittee has been charged are completed, and a report has been
84 accepted by the Board.

85 (e) Board Duties. The duties of the Board include, but are not limited to, the following:

- 86 (1) At the commencement of taking office, new directors shall complete the Board
87 Confidentiality Statement and the Non-Disclosure Agreement and provide the
88 completed forms to the Chairperson. Upon submission of forms to the Chairperson,
89 the director may vote on Board actions.
90 (2) Develop and adopt policy relating to the management and administration of the
91 Oneida Youth Leadership Institute.
92 (3) Oversee the Oneida Youth Leadership Institute's distributions.

- 93 (4) Participate in training including orientation, board training and workshops
94 pertaining to investing, fiduciary, and relevant Oneida laws.
95 (5) Oversee the Oneida Youth Leadership Institute's fund investment activity and
96 portfolio management.
97 (6) Participate in Oneida Youth Leadership Institute fundraising activities,
98 including a personal financial contribution to annual fundraising campaigns.
99 (7) Restrict all use of the Oneida Youth Leadership Institute's donations to public
100 purposes that promote leadership qualities in Oneida youth and, in all instances,
101 prevent such donations from being used to contribute towards lobbying or political
102 campaign activity, regardless of the purpose.
103 (8) Acknowledge all donations to the Oneida Youth Leadership Institute by
104 providing a written acknowledgment of gratitude to each donor.
105 (9) Ensure that the Oneida Youth Leadership Institute's financials are audited
106 annually and that findings of such audits are available to donors upon request.
107 (10) Make all reports made to the Oneida Business Committee and/or the General
108 Tribal Council available to donors upon request.
109

110 5. Stipends. Board stipends shall be one hundred dollars (\$100.00) per meeting and shall be paid
111 from the Oneida Youth Leadership Institute's earnings. While the Board may meet as frequently
112 as the business of the Oneida Youth Leadership Institute requires, directors may only receive
113 stipends for a maximum of two (2) meetings per month.
114

115 6. Trainings and Conferences. The Board may name required trainings and conferences required
116 for directors to responsibly serve the Oneida Youth Leadership Institute.
117

118 **Article II. Officers**

119 1. Officer Selection. The directors shall select from amongst themselves, at the first Regular
120 meeting following annual appointment, the following officer positions, provided that all officers
121 shall be enrolled Tribal members of the Oneida Nation: Chairman, Secretary and Treasurer.

122 (a) If an officer position is vacated, the Board shall hold an interim election to fill the office
123 for the balance of the year.

124 (b) Nomination of directors for officer positions may only be made by a director present,
125 physically or electronically, at a duly called meeting of the Board.

126 (c) Any director nominated and/or elected to an officer position may communicate
127 acceptance of such nomination/election via written correspondence, which may include
128 electronic communications such as e-mail and facsimile.
129

130 2. Officer Positions. The Board shall elect directors to the following officer positions:

131 (a) Chairman

132 The Chairman shall call and preside over meetings, appoint subcommittees as
133 needed, oversee all Board activities and schedule special meetings.
134

135 (b) Treasurer

136 (a) The Treasurer acts with the same authority as the chairperson in the absence of
137 the President.

138 (b) The Treasurer shall ensure the accuracy of the Oneida Youth Leadership
139 Institute's financials.

140 (c) The Treasurer shall coordinate with the Trust/Enrollment Committee as
141 necessary.

142 (d) The Treasurer is responsible for fulfilling all of the Board's financial reporting
143 requirements, including the annual audit.

144 (c) Secretary

145 (a) The Secretary is responsible for all of the Board's record keeping, minutes and
146 correspondence.

147 (b) In the absence of the President and Treasurer, the Secretary may call and preside
148 over meetings.

149 (c) The Secretary is responsible for fulfilling all of the Board's non-financial
150 reporting requirements.

151

152 3. Budgetary and Travel Sign-Off Authority. The Board, as a whole, shall approve the Board's
153 budget and, should the Board grow to be able hire its own staff, review and approve any budgets
154 developed by staff. All travel and expenses incurred by the Board is required to be approved by
155 the Board in advance of incurring such travel and expense costs. Travel and expenses specifically
156 budgeted in the budget approved by the Board do not require separate approval by the Board.

157

158 4. Personnel. Until the Board has sufficient earnings to hire its own staff, the Nation's Grants
159 Manager shall be the Board's Executive Manager.

160 (a) Until the Board is able to hire its own staff:

161 (a) the Board shall receive approval from the Executive Manager's supervisor as
162 to the scope of services/work hours he/she has available to contribute towards the
163 Board;

164 (2) the Executive Manager shall report to the Board for direction in regards to
165 projects assigned by the Board; and

166 (3) the Executive Manager shall coordinate use of other employees of the Nation
167 with their respective supervisors as needed for Board assignments. An employee
168 of the Nation may not work on Board activities until his/her supervisor has
169 approved the scope/time of the employee's contribution.

170 (b) All employees of the Nation contributing towards Board initiatives shall at all times
171 remain employees of the Nation and shall at all times be governed by the Nation's
172 employment laws, policies, and procedures.

173

174 **Article III. Meetings**

175 1. Regular Meetings. The Board shall meet at least once every month and may meet as frequently
176 as the business of the Oneida Youth Leadership Institute may require. The Board shall establish
177 the time and place of regular meetings and may amend the time and place of regular meetings as
178 needed.

179

180 2. Emergency/Special Meetings. The Chairman may call Emergency/Special meetings. There
181 shall be a minimum of twenty-four (24) hour verbal and/or written notice to all directors of any
182 emergency and/or special meeting. A meeting satisfying this notice requirement and meeting
183 quorum constitutes a duly called meeting.

184

185 3. Quorum. A quorum of the Board shall consist of one-half of the Directors then in office, plus
186 one. A quorum is required for the Board to take official action. A quorum may be reached by

187 directors attending the meeting in person or, if preapproved by the Board, via conference call,
188 Skype or similar technology.

189
190 4. Order of Business. The format of the Board's agendas shall be as prescribed by the Secretary
191 based on the following order of business:

192 (a) Call Meeting to Order

193 (b) Approve Agenda

194 (c) Approve Minutes

195 (d) Attorney Business

196 (e) Old Business

197 (f) New Business

198 (g) Other Business

199 (h) Adjournment

200

201 5. Voting

202 (a) Voting shall be in accordance with Robert's Rule of Order.

203 (b) The President may not vote except in the event of a tie.

204 (c) Each director shall have one (1) vote.

205 (d) In the event a Board decision is needed outside of a duly called meeting, the Executive
206 Manager or an officer of the Board may conduct a poll of the directors by e-mail, provided
207 that the Board shall accept the results of the e-poll at the next available duly called meeting.

208 (e) In cases where a conflict of interest exists, the conflicted director shall recuse
209 themselves from the action, or the Board can vote by a majority of the quorum present to
210 exclude a director they believe has a conflict.

211

212 6. Parliamentary Procedure. All meetings shall be conducted in accordance with the current
213 edition of ROBERT'S RULES OF ORDER, in all cases to which they are applicable, unless they
214 are inconsistent with these By-laws and/or any special rules of order the Board may adopt.

215

216 **Article IV. Reporting**

217 1. Agenda Items. The Board shall maintain agenda items in an identified and consistent format.

218

219 2. Minutes and Attachments. The Board shall type minutes in a consistent format designed to
220 generate the most informative record of the meetings of the Board. Handouts, reports, memoranda,
221 and the like may be attached to the minutes and agenda, or may be kept separately, provided that
222 all materials can be identified based on the meeting in which they were presented.

223

224 3. Reporting. The Board shall make quarterly reports to the Oneida Business Committee and
225 annual and semi-annual reports to the Oneida Business Committee for inclusion in the General
226 Tribal Council reporting, based on the reporting schedule created by the Nation's Secretary,
227 approved by the Oneida Business Committee, and posted on the Nation's website. The reports
228 shall be made in the reporting form template provided by the Nation's Secretary. The Board shall
229 approve all reports by official Board action prior to the report's submittal to the Oneida Business
230 Committee and/or the General Tribal Council.

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A. Financial Reports: A financial report shall be semi-annually and annually to the Oneida Business Committee. Financial reports should be structured in an understandable manner consistent with Generally Accepted Accounting Principles (GAAP), and shall at a minimum include the following:

- (a) Executive Summary
- (b) Statement of financial position
- (c) Statement of activities
- (d) Statement of functional expenses
- (e) Statement of cash flows
- (f) Notes to financial statements

Article V. Amendments

1. **Amendments to By-Laws** - These By-Laws may be altered, amended or repealed or new By-Laws adopted by a majority of the entire Board of Directors at a regular or emergency meetings of the Board of Directors, subject to being approved by the Oneida Business Committee.

These by-laws, as amended and revised, are hereby approved by the Oneida Business Committee at a duly called meeting held on _____, by the Secretary of the Oneida Business Committee’s signature.

Lisa Liggins, Secretary
Oneida Business Committee

Approved by the Interim Board 08-30-16

Approved by Oneida Business Committee: 09-14-16

First Amendment Approved by the Board: 04-17-24

First Amendment Approved by Oneida Business Committee: _____

Review the Ultimate Texas Hold'Em Rules of Play and determine next steps

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input checked="" type="checkbox"/> Other: ROP Revision - Ultimate Texas Hold'Em Revised 06.19.24 | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Mark A. Powless Sr., OGC-Chairman

Primary Requestor: Ashley M. Blaker, Executive Assistant, OGC

Oneida Business Committee Agenda Request

Cover Memo:

Describe the purpose, background/history, and action requested:

The ROP UTH reinstated:

1. Rules of Play (ROP) Ultimate Texas Hold'em (UTH) was revised and reinstated by the Oneida Gaming Commission on June 19, 2024. The Gaming Operation went live with UTC on June 24, 2024.

The OGC has prepared this document to set forth the Nation's tribal minimum internal controls and rules of play that will guide gaming operations and assist internal audit to ensure and maintain the integrity and security of gaming operations.

Action Requested: Accept the ROP UTH with no requested revisions.

Please note (OBC Action Options) Per the Chief Counsel memo dated February 27, 2018, regarding appropriate OBC action for OGMICS/ROP revisions, the motion for this request would be as follows: "Accept the notice of the ROP UTH approved by the Oneida Gaming Commission on June 19, 2024 and

- (a) Directs notice to the Gaming Commission there are no requested revisions under Section 501.6-14(d);
- (b) Directs notice to the Gaming Commission that the Oneida Business Committee will be recommending amendments to the ROP UTH in accordance with sections 510.6-14(d)(3)(C); or
- (c) Directs notice to the Gaming Commission that the Oneida Business Committee repeals the ROP UTH in accordance with section 501.6-14(d)(3)(A) and subsections (i).

Ashley M. Blaker

From: Ashley M. Blaker
Sent: Friday, June 21, 2024 12:38 PM
To: Kateri N. Wheelock; Louise C. Cornelius; Fawne M. Rasmussen; Chad M. Fuss; Brenda J. Mendolla-Buckley; Lorna G. Skenandore; Derrick R. King; Marina S. Martirosyan; Kayukwaliyo J. Danforth; Lambert M. Metoxen; Autumn R. Jourdan
Cc: Michelle M. Braaten; Connie M. Herlache; Ashley M. Blaker; Crystal V. Metoxen; GamingCommission_Compliance
Subject: Notification: ROP Revision – Ultimate Texas Hold’Em Revised 06.19.24
Attachments: Ultimate Texas Hold em Revised 06.19.24.pdf; Ultimate Texas Hold em Revised 06.19.24 with Tracked Changes.docx; Ultimate Texas Hold em Revised 06.19.24 FINAL Clean Copy.docx

DATE: 06/21/24
FROM: Mark A. Powless Sr.
SUBJECT: ROP Revision – Ultimate Texas Hold’Em Revised 06.19.24

Good afternoon,

The Gaming Commission has reviewed the following item(s) and is approved. This will be placed on the next Regular OGC Meeting agenda for retro approval.

1. ROP Revision – Ultimate Texas Hold’Em Revised 06.19.24

If you have any further questions, please feel free to contact the OGC Chair Mark Powless Sr. via email mpowles5@oneidanation.org or at 497-5658.

Yaw^ko,

Ashley Blaker

Executive Assistant

Oneida Gaming Commission

2669 W. Mason St

Green Bay, WI 54313

Phone: (920) 497-5850

OGC Fax: (920) 496-2009

Backgrounds Fax: (920) 490-8048



A good mind. A good heart. A strong Fire.

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ULTIMATE TEXAS HOLD'EM.**A. Definitions**

1. "Ante Wager" means the initial wager placed prior to any cards being dealt in order to place a Play Wager.
2. "Blind Wager" means the initial wager that must be equal to the Ante Wager placed by each player in the Blind circle. This bet is paid if the player gets a Straight or better and Pushes if the hand is less than a Straight.
3. "Check" means that a player waives the right to initiate the betting in a Round of Play but retains the right to act prior to the house showing their cards.
4. "Community Card" means any card dealt face upward which can be used by all players to complete their best possible hand.
5. "Cover Card" means a solid colored card that is distinguishable from the color and design of the playing cards and used to conceal the bottom card
6. "Flop" means dealing the first three (3) Community Cards face up to the Board after each player has been dealt two (2) cards.
7. "Fold" means the withdrawal of a player from a Round of Play by discarding his or her hand of cards after all cards have been dealt and prior to placing a Play Wager.
8. "Play Wager" means an additional wager made by a player, in an amount one to four times the player's Ante Wager, after all cards for the Round of Play have been dealt but before the dealer's cards are exposed.
9. "Push" means both player and dealer 5 card hands are equal from card 1 to card 5
10. "Qualify" means when a dealer receives two cards equaling a pair of 2's or higher.
11. "Rank or Ranking" means the relative position of a card or group of cards as set forth in **Subsection E** (Ultimate Texas Hold'em Rankings).
12. "River" means the fifth and final Community Card dealt to the board after

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each player has had the opportunity to Fold, Check or Play Wager on the Turn.

13. "Round of Play or Round" means one complete cycle of play during which all wagers have been placed, all players then playing at the table have been dealt a hand of cards, and all wagers have been paid or collected.
14. "Stub" means the remaining portion of the deck after all cards in the Round of Play have been dealt.
15. "Suit" means one of the four categories of cards: Clubs, Diamonds, Hearts or Spades, with no suit being higher in rank than another.
16. "Trips Bonus Wager" means an additional wager which is paid if the player gets Three-of-a-Kind or higher regardless of whether the player ~~he or she~~ beats the player/dealer.
17. "Turn" means the fourth Community Card dealt to the board after each player has had the opportunity to Fold, Check or Play Wager on the Flop.
18. "Washing or Chemmy Shuffle" means mixing cards face down on the table with a circular motion of the hands.

B. Equipment

1. Ultimate Texas Hold'em shall be played on a table having up to seven (7) places on one side for the players, and a place for the dealer on the opposite side.
2. The cloth covering the Ultimate Texas Hold'em (the layout) table shall have betting areas for up to seven (7) players. Within each betting area there shall be a place for the Ante Wager, Blind Wager, Play Wager and a place for the Trips Bonus Wager.
3. Each Ultimate Texas Hold'em table shall have a table inventory container on or attached to the table.
4. Except as provided in (5) below, Ultimate Texas Hold'em shall be played with one deck of cards 52 cards without the Jokers with backs of the same color and design, and one cover card to be used in accordance with the procedures set forth in Subsection D (Shuffle and Cut of the Cards).
4. If an automated shuffling device/dealing shoe is used, the casino shall be

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permitted to use a second deck of cards to play the game provided that:

- a. Each deck of cards complies with (4) above;
- b. The backs of the cards in the two decks are of different color;
- c. One deck is being shuffled by the automated shuffling device/dealing shoe while the other deck is being dealt or used to play the game;
- d. Both decks are continuously alternated in and out of play, with each deck being used for every other round of play;
- e. The cards from only one deck shall be placed in the discard rack at any given time; and
- f. No cover card is to be used with the automated shuffling device/dealing shoe.

7. All cards opened for use at the Ultimate Texas Hold'em table shall be changed at least once every eight (8) hours.

C. Opening the Table for Gaming

1. After receiving the cards at the table, the dealer shall sort and inspect the cards. The dealer shall ensure the decks are complete, and that no cards are flawed, scratched, or marked in any way. A floor person shall verify the inspection.

a. If, after the inspection of the cards, the dealer finds that a card is unsuitable for use, a floor person or above shall bring a replacement card from the replacement deck or replace the entire deck.

2. The dealer must spread the cards, face up on the table, by deck, according to suit, and in sequence, in such a manner that each individual card can be identified. The casino surveillance system shall video record this process.

3. Following the inspection of the cards by the dealer and the verification, the cards shall be turned face down on the table, mixed thoroughly by a washing or chemmy shuffle of the cards and stacked and shuffled in accordance with Subsection D (Shuffle and Cut of the Cards).

4. Electronic verification may satisfy the floor-person verification requirement.

1. After receiving a deck or decks of cards at the table, the dealer shall sort and inspect the cards, and the floor person assigned to the table shall verify that inspection. Electronic verification may satisfy the floor-person verification

Commented [ISK1]: OGC-C proposes the following changes. These changes are recommended after review of the documents Table Games included in the ROP request:

1. After receiving the cards at the table, the dealer shall sort and inspect the cards. The dealer shall ensure the decks are complete, and that no cards are flawed, scratched, or marked in any way. A floor person shall verify the inspection.

a. If, after the inspection of the cards, the dealer finds that a card is unsuitable for use, a floor person or above shall bring a replacement card from the replacement deck or replace the entire deck.

2. The dealer must spread the cards, face up on the table, by deck, according to suit, and in sequence, in such a manner that each individual card can be identified. The casino surveillance system shall video record this process.

3. Following the inspection of the cards by the dealer and the verification, the cards shall be turned face down on the table, mixed thoroughly by a washing or chemmy shuffle of the cards and stacked and shuffled in accordance with Subsection D (Shuffle and Cut of the Cards).

4. Electronic verification may satisfy the floor-person verification requirement.

Commented [KD2R1]: Table Games Management accepts the proposed changes.

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requirement.

~~2. Following the inspection of the cards by the dealer and the verification, the cards shall be turned face down on the table, mixed thoroughly by a washing or chemmy shuffle of the cards and stacked and shuffled in accordance with Subsection D (Shuffle and Cut of the Cards).~~

~~2. the cards shall be spread out face up on the table for visual inspection by the first player to arrive at the table. The cards shall be sorted according to suit and in sequence.~~

~~3. After the first player is afforded an opportunity to visually inspect the cards, the cards shall be turned face down on the table, mixed thoroughly by a washing or chemmy shuffle of the cards and stacked. Once the cards have been stacked, they shall be shuffled in accordance with Subsection D (Shuffle and Cut of the Cards).~~

D. Shuffle and Cut of the Cards

1. Immediately prior to the commencement of Play and after each Round of Play has been completed, the dealer shall shuffle the cards, either manually or by use of an automated shuffling device/dealing shoe, so that the cards are randomly intermixed.
 - a. Upon completion of the shuffle by dealer or automated shuffling device/dealing shoe, the dealer shall place the deck of cards in a single stack on the table.
 - b. Should an automated shuffling device/dealing shoe be used, the cards will not be stacked and instead, remain in the device once shuffled.
2. After the cards have been shuffled and stacked, the dealer shall:
 - a. If the cards were shuffled using an automated shuffling device/dealing shoe, deal or deliver the cards in accordance with the procedures set forth in Subsections (G), (H) or (I); or
 - b. If the cards were shuffled manually, cut the cards in accordance with the procedures set forth in (3) below.
3. If a cut of the cards is required, the dealer shall:
 - a. Cut the deck, using one hand, by:
 - i. Placing the cover card on the table in front of the deck of cards;

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- ii. Taking a stack of at least 10 cards from the top of the deck and placing them on top of the cover card;
- iii. Placing the cards remaining in the deck on top of the stack of cards that were cut and placed on the cover card pursuant to (3)(a)(ii) above.
- b. Deal the cards in accordance with the procedures set forth in Subsections (G), (H), or (I). Notwithstanding (3) above, after the cards have been cut and before any cards have been dealt, a casino supervisor may require the cards to be recut if he or she determines that the cut was performed improperly or in any way that might affect the integrity or fairness of the game.

4. Whenever there is no gaming activity at an Ultimate Texas Hold'em table which is open for gaming, the cards shall remain in the dealing shoe if a manual shoe is used or if an automated shuffling device/dealing shoe is used, one deck is to remain in the automated shoe while the remaining stub is placed in the discard rack, until a player arrives at the table. Play will then commence in conformance with the procedures outlined in Subsection (D).

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~~4. the cards shall be spread out on the table either face up or face down. If the cards are spread face down, they shall be turned face up once a player arrives at the table. After the first player is afforded an opportunity to visually inspect the cards, the procedures outlined in Subsection (C)(3) shall be completed. Play will then commence in conformance with the procedures outlined in Subsection (D).~~

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E. Ultimate Texas Hold'em Rankings

- 1. The rank of the cards used in Ultimate Texas Hold'em, for the determination of winning hands, in order of highest to lowest rank, shall be: Ace, King, Queen, Jack, Ten, Nine, Eight, Seven, Six, Five, Four, Three and Two. Notwithstanding the foregoing, an Ace may be used to complete a Straight Flush with a King, Queen, Jack, and Ten or a Straight formed with a Two, Three, Four, and Five.
- 2. The permissible poker hands at the game of Ultimate Texas Hold'em, in order of highest to lowest rank, shall be:
 - a. "Royal Flush" is a hand consisting of an Ace, King, Queen, Jack and Ten of the same suit;
 - b. "Straight Flush" is a hand consisting of five (5) cards of the same suit in

consecutive ranking with King, Queen, and Jack, Ten, and Nine being the highest-ranking Straight Flush and Ace, Two, Three, and Four and Five being the lowest ranking Straight Flush;

- c. "Four-of-a-Kind" is a hand consisting of four (4) cards of the same rank regardless of suit, with four (4) Aces being the highest ranking Four-of-a-Kind and four (4) Twos being the lowest ranking Four-of-a-Kind;
- d. "Full House" is a hand consisting of Three-of-a-Kind and a Pair, with three (3) Aces and two (2) Kings being the highest-ranking Full House and three (3) Twos and two (2) Threes being the lowest ranking Full House;
- e. "Flush" is a hand consisting of five (5) cards of the same suit;
- f. "Straight" is a hand consisting of five (5) cards of consecutive rank, regardless of suit, with an Ace, King, Queen, Jack and Ten being the highest ranking Straight and an Ace, Two, Three, Four and Five being the lowest ranking Straight; provided, however, that an Ace may not be combined with any other sequence of cards for purposes of determining a winning hand (for example, Queen, King, Ace, Two, Three);
- g. "Three-of-a-Kind" is a hand consisting of three (3) cards of the same rank, with three (3) Aces being the highest ranking Three-of-a-Kind and three (3) Twos being the lowest ranking Three-of-a-Kind;
- h. "Two Pairs" is a hand containing Two Pairs, with two (2) Aces and two (2) Kings being the highest ranking Two Pair and two (2) Threes and two (2) Twos being the lowest ranking Two Pair; and
- i. "One Pair" is a hand containing two (2) cards of the same rank, with two (2) Aces being the highest-ranking pair and two (2) Twos being the lowest ranking pair.

F. Wagers

- 1. All wagers at Ultimate Texas Hold'em shall be made by placing gaming chips or tokens and, if applicable, a match play coupon on the appropriate betting areas of the table layout. A verbal wager accompanied by cash shall not be accepted.

2. All initial wagers shall be placed prior to the dealer indicating No More Bets in accordance with the dealing procedures in Subsections (G) and (H). Except as otherwise provided in these Rules, no wager shall be made, increased or withdrawn after the dealer has indicated No More Bets.
3. The casino will not allow a player to wager at more than one betting position during a Round of Play at Ultimate Texas Hold'em.
4. All wagers shall be placed in one-dollar increments.
5. The following wagers may be placed in the game of Ultimate Texas Hold'em:
 - a. A player may compete solely against the dealer by placing an Ante Wager in an amount within the posted minimum and maximum wagers and then placing a Blind Wager in an equal amount;
 - b. A player may also compete against a posted payout ledger by placing a Trips Bonus Wager, which wager may be in any amount within the posted minimum and maximum wagers; or
 - c. A player may compete against both the dealer and the posted payout ledger by placing wagers in accordance with the requirement of (4)(a) and (b) above.
6. Gaming Management may authorize additional optional wagers to be offered if said wagers are documented and approved in a standard operating procedure approved by the Oneida Gaming Commission.

G. Procedure for Dealing from a Manual Shoe

1. If the casino chooses to have the cards dealt from a manual dealing shoe, the dealing shoe shall meet the applicable control standards for dealing shoes and shall be located on the table. Once the procedures required by Subsection D (Shuffle and Cut of the Cards) have been completed, the stacked deck(s) of cards shall be placed in the dealing shoe either by the dealer or by an automatic shuffling device.
 - a. Dealing from the hand is prohibited.
2. Prior to dealing the cards and once all initial wagers have been placed, the dealer shall then indicate No More Bets.
3. Each card shall be removed from the dealing shoe with the hand of the dealer

that is closest to the dealing shoe and placed on the appropriate area of the layout with the opposite hand.

4. The dealer shall, starting with the player farthest to his or her left and continuing around the table in a clockwise manner, deal one card face down to each wagering area containing an Ante Wager and Blind Wager and then one card face down to the dealer, followed by;
5. A second card face down to each such wagering area and the dealer so that each player and the dealer have two cards each; followed by five (5) community cards dealt face down to the center of the table.
6. After all cards have been dealt to each player and the area designated for the hand of the dealer, the dealer shall remove the stub from the manual dealing shoe and, except as provided in (7) below, place the stub in the discard rack without exposing the cards.
7. The dealer shall be required to count the stub at least once every five (5) rounds of play in order to determine that the correct numbers of cards are still present in the deck. The dealer shall determine the number of cards in the stub by counting the cards face down on the layout.
 - a. If the count of the stub indicates that 52 cards are in the deck, the dealer shall place the stub in the discard rack without exposing the cards.
 - b. If the count of the stub indicates that the number of cards in the deck is incorrect, the dealer shall determine if the cards were misdealt. If the cards have been misdealt (a player or the area designed for the placement of the dealer's hand has more or less than two cards) but 52 cards remain in the deck, all hands shall be void pursuant to Subsection K (Irregularities). If the cards have not been misdealt, all hands shall be considered void and the entire deck of cards shall be removed from the table.

H. Procedures for Dealing from an Automated [Shuffling Device/Dealing Shoe](#).

1. A casino may, in its discretion, choose to have the cards used to play Ultimate Texas Hold'em dealt from an automated shuffling device/dealing shoe.
2. If a casino chooses to have the cards dealt from an automated shuffling device/dealing shoe, the following requirements shall be observed:

- a. Once the procedures required by Subsection D.1. (Shuffle and Cut of the Cards) have been completed; the cards are now ready to be dealt from the automated shuffling device/dealing shoe.

3. Prior to dealing the cards and once all initial wagers have been placed, the dealer shall then indicate No More Bets. ~~The dealer shall deliver the first five (5) community cards dispensed by the automated shuffling device/dealing shoe face down to the center of the table. The dealer shall deliver the first two (2) cards dispensed by the automated shuffling device/dealing shoe face down to the player farthest to his or her left who has placed an Ante wager and Blind wager. As the cards are dispensed to the dealer by the automated shuffling device/dealing shoe, the dealer shall, moving clockwise around the table, deliver two (2) cards face down to each of the other players who have placed an Ante wager and Blind wager.~~

3. _____

4. The dealer shall then deliver a stack of two (2) cards face down to the player farthest to the dealer’s left who has placed an ante and Blind wager. As the cards are dispensed to the dealer by the automated shuffling device/dealing shoe, the dealer shall, moving clockwise around the table, deliver two (2) cards face down to each of the other players who have placed an Ante and Blind wager. The dealer shall then deliver a stack of two (2) cards face down to the area designated for the dealer’s hand. ~~area designated for the dealer’s hand. The automated shuffling device/dealing shoe shall dispense five (5) community cards face down, of which the dealer shall place in the center of the table.~~

4. _____

5. After each stack of cards has been dispensed and delivered in accordance with (4) above, the dealer shall remove the stub from the automated shuffling device/dealing shoe and place the cards in the discard rack without exposing the cards.

6. The counting of the stub shall not be required if an automated shuffling device/dealing shoe is used that counts the number of cards in the deck after the completion of each shuffle and indicates whether 52 cards are still present.

I. The Play

1. Prior to the procedures required by Subsection D (Shuffle and Cut of the

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Cards); each player shall make either of the following wagers:

- a. An equal wager in the “Ante” and “Blind” circles; or
 - b. An equal wager in the “Ante” and “Blind” circles and a “Trips Bonus wager”.
 - c. An Ante wager and a Blind wager are required to play the round.
2. After the dealing procedures required by Subsections (G) or (H) have been completed, each player shall determine whether to Check or to make a Play Wager of 3 x’s or 4 x’s the value of their Ante Wager. Once players bet, they cannot bet again, and they cannot change their bet.
 3. After each player has either Checked or made a Play Wager of 3 x’s or 4 x’s their Ante Wager, the casino dealer shall proceed to turn over the first three (3) Community Cards (Flop).
 4. Players who have not already made a Play Wager may decide to either Check again or to make a Play Wager 2 x’s the value of their Ante Wager
 5. After each player has either Checked or made a Play Wager of 2 x’s the value of their Ante Wager, the dealer shall proceed to turn over the remaining two (2) Community Cards (the Turn and the River).
 6. When all five (5) Community Cards are revealed, players who have not yet made a Play Wager can either Fold or make a Play Wager equal to the value of their Ante Wager.
 7. After a player decides to Fold, the player shall place their cards face down on the table without making a Play Wager. The dealer shall then in relation to each player who has folded:
 - a. Collect the Ante Wager and Blind Wager and place it in the table inventory container.
 - b. Collect and individually spread out the cards, face down and count them, then place them:
 - i. In the discard rack; or
 - ii. If the player made a Trips Wager, under the Trips Wager.
 8. The dealer will then turn over the dealer’s two (2) cards.
 9. Each player and the dealer will combine their two (2) cards with the Community Cards to create their respective best 5-card poker hand.

- a. Winning wagers shall be paid in accordance with the Payout Odds listed in Subsection J (Payout Odds).
10. When handling the cards, players shall at all times ensure that the cards remain on or above the area of the table. The cards must not be removed from the table.
11. When the dealer does not qualify with at least a pair, the dealer will reconcile the hands of those players who remain in the game from right to left and shall;
 - a. Spread each player's cards, signal a push for the Ante and return the Ante Wager to each player that did not fold;
 - b. Resolve the Play, Blind and Trips Bonus bets; and
 - c. Collect, count and place the player's cards in the discard holder. All cards collected by the dealer shall be picked up in order and placed in the discard rack in such a way that they can be readily arranged to reconstruct each hand in the event of a question or dispute.
12. When the dealer qualifies with a hand value of One Pair or higher, the dealer reconciles the hands of those players who remain in the game in the following order; Starting with the players to the right of the dealer, the dealer shall:
 - a. Bring the player's cards into the "work area" between the dealer's hand and the Trips Bonus Wager area in front of each individual player clock-wise, and reveal the player's cards;
 - b. Determine the player's best 5-card poker hand utilizing any of the 7 cards available (player's 2 Hole Cards and 5 CommunityCards);
 - c. Compare the player's hand with that of the dealer; and
 - d. Announce the value of the player's hand and whether it wins or loses.
13. A player's hand shall;
 - a. Win if it has a higher poker value than that of the dealer's hand;
 - b. Lose if it has a lower poker value than that of the dealer's hand;

- c. Constitute a Push if it has a poker value equal to that of the player/dealer's hand;
 - d. If a player wins with less than a Straight, the Blind bet pushes.
- 14. If a player's hand loses, the dealer shall;
 - a. Collect in order, the Play, Ante, and Blind Wagers and place in the table bank;
 - b. Determine whether the Trips Bonus Wager qualifies and pay accordingly on behalf of the player/dealer; and
 - c. Collect, count and place the player's cards in the discard holder. All cards collected by the dealer shall be picked up in order and placed in the discard rack in such a way that they can be readily arranged to reconstruct each hand in the event of a question or dispute.
- 15. If a player's hand wins, the dealer shall;
 - a. Pay the Ante Wager and Play Wager each 1-1;
 - b. Pay the Blind Wager if the hand is a Straight or better;
 - c. Pay any Trips Bonus Wager if the hand is a Three-of-a-Kind or better;
 - d. Collect, count and place the player's cards in the discard holder. All cards collected by the dealer shall be picked up in order and placed in the discard rack in such a way that they can be readily arranged to reconstruct each hand in the event of a question or dispute.
- 16. If a player's hand constitutes a Push, the dealer shall;
 - a. Pay any Trips Bonus Wager if the hand is a Three-of-a-Kind or better;
 - b. Collect, count and place the player's cards in the discard holder. All cards collected by the dealer shall be picked up in order and placed in the discard rack in such a way that they can be readily arranged to reconstruct each hand in the event of a question or dispute.

J. Payout Odds

1. Winning Ante Wagers and Play Wagers shall be paid 1-1.
2. Winning Blind Wager and Trips Bonus Wagers shall be paid in accordance with the approved pay table,

Hand	Trips Bonus	Blind
Royal Flush	50 to 1	500 to 1
Straight Flush	40 to 1	50 to 1
Four of a Kind	30 to 1	10 to 1
Full House	8 to 1	3 to 1
Flush	7 to 1	3 to 2
Straight	4 to 1	1 to 1
Three of a Kind	3 to 1	Push

3. Where a player has made a Trips Bonus Wager at the beginning of the round and has received a Three-of-a-Kind or higher, the dealer shall leave the particular cards face down on the table under the Trips wager and those cards shall not be collected or discarded until the payout of the hand has been made.
4. If the player receives a Three-of-a-Kind or higher, the Trips Bonus payouts are made regardless of whether the hand Wins, Loses, or Pushes.

K. Irregularities

1. A card that is found face up in the shoe or the deck while the cards are being dealt shall cause a misdeal and all hands shall be void and the cards shall be reshuffled.
2. If manually dealt, a card dealt in error without its face being exposed shall be used as though it was the next card from the shoe or the deck.
3. If any player or the dealer is dealt an incorrect number of cards, all hands shall be void and the cards shall be reshuffled.
4. If one or more of the dealer's community cards is inadvertently exposed before the players make a Play bet, all hands shall be void and the cards shall be reshuffled. If one or more of the dealer's community cards is inadvertently exposed after the players make a Play bet, those players with a set Play bet will be allowed to keep their Play bet and those players who have not made a Play bet yet will be limited to a bet equal to their Ante bet.
5. If an automated shuffling device/dealing shoe is being used and the device

jams, stops shuffling during a shuffle, or fails to complete a shuffle cycle, the cards shall be reshuffled.

6. If an automated shuffling device/dealing shoe is being used and the device jams, stops dealing cards or fails to deal all cards during a Round of Play, the Round of Play shall be void and the cards reshuffled.
7. If the automated shuffling device/dealing shoe reveals that an incorrect number of cards are present, the deck shall be removed from the table and all hands void.

L. Procedures for Automatic Wagering Terminals

1. In the event that the Oneida Tribe of Indians of Wisconsin utilizes automatic wagering terminals for Ultimate Texas Hold'em, the following procedures shall apply.
2. Definitions
 - a. "Bad Beat Bonus" is an optional Bad-Beat bet for Ultimate Texas Hold'em.
 - b. "Bet" is a reference to the contingency or outcome on which a player may place a wager.
 - c. "Dealer" means the person responsible for dealing the cards at the Ultimate Texas Hold'em table.
 - d. "Game Supervisor" means the person responsible for the supervision of the operation of the game, such as Floor-person, Pit Manager and commensurately upward in the chain of command.
 - e. "i-Table" means an automatic wagering system which is a central table with dealer and player touch screen areas, accounting computer and a game clock.
 - f. "Side wager" means a betting option which is an accessory to the main game and on which players may place a wager in addition to, his/her original Ante wager. For example: Pair Plus.
 - g. "Void" means an invalid hand with no result.

- h. "Wager" is the money appropriated to such a bet in a particular case.
3. Equipment
- a. Ultimate Texas Hold'em will be played on a table having wagering positions for seven (7) or less players.
 - b. An electronic shuffling device/dealing shoe will be used from which all cards will be shuffled and dealt.
4. The Cards
- a. Ultimate Texas Hold'em will be played with two (2) decks of cards; one deck in use at a time with each deck having 52 cards without Jokers.
5. Buy In
- a. Players will buy in with the dealer.
 - b. The dealer will enter buy-in amount in the automatic wagering terminal.
6. Number of Positions a player may wager
- a. Players may only wager on one (1) betting area at the game of Ultimate Texas Hold'em.
7. Placement of wagers
- a. Wagers will be accepted electronically via the touch screen only.
 - b. A wager by a player will be placed on the appropriate areas of the player terminal prior to the first card being dealt for a Round of Play.
 - c. Wagers may be made on:
 - i. Ante + Blind, (always equal to each other); and
 - ii. Trips; and
 - iii. Dealer tip; and
 - iv. Bonus bet / Optional wager
 - 1. To participate in the Bad Beat Bonus, players must make bets on the Ante, Blind and/or Trips. The Bad Beat Wager is placed in the marked circle.
 - v. Play at multiples of 4x's, 3x's, 2x's, or 1x, if the player decides to remain in the game and depending upon what point during gameplay they wish to make the wager.
8. Settlement of wagers

- a. Win if the player makes a Play Wager and beats the dealer's hand wherein the dealer's hand qualifies; or
 - b. Push if the player makes a Play Wager wherein the dealer's hand does not qualify; or
 - c. Lose if the player makes a Play Wager wherein the dealer's hand beat the player's hand; or
 - d. Lose if the player chooses not to make an equal PlayWager.
9. Settlement of Blind wager
- a. Win if the player's hand meets the posted pay table and also beats the dealer, regardless of whether the dealer qualifies; or
 - a. Push if the player's hand beats the dealer while not achieving a hand which meets the posted pay table; or
 - b. Lose if the player's hand does not beat the dealer's hand, regardless of whether the hand meets the posted pay table. Blind Wagers **MUST** beat the dealer before they are eligible for payment.
10. Settlement of a Trips wager
- a. Win if the player's hand meets the posted Trips pay table; or
 - b. Lose if the player's hand does not meet the posted Trips payable.
11. Settlement of a Bad Beat Bonus
- a. Win if the player and the dealer are involved in a Bad Beat. There are two ways to win:
 - i. The player has Three-of-a-Kind or better and loses to the dealer.
 - ii. The player beats the dealer's hand of Three-of-a-Kind or better.
 - b. Lose if the dealer and the player have a five card tie because neither

the dealer nor the player suffered a Bad Beat.

- c. If the player’s hand qualifies for payouts, the dealer pays according to the posted pay table:

Hand Beaten	Odds
Straight Flush	10,000 to 1
Four-of-a-Kind	500 to 1
Full House	40 to 1
Flush	25 to 1
Straight	20 to 1
Three-of-a-Kind	9 to 1

12. Settlement of Player Wager

- a. Win if the dealer’s hand qualifies and the player’s hand beats the dealer’s hand; or
- b. Win if the dealer’s hand does not qualify and the player’s hand beats the dealer’s hand; or
- c. Lose if the dealer’s hand beats the player’s hand.

13. Game Mandates

- a. All cards used in the game of Ultimate Texas Hold’em will be dealt from an electronic shuffling/dealing device and be located on the table.
- b. No person will remove or alter any cards used in the game of Ultimate Texas Hold’em.

14. Dealing the game

- a. The game console will lock out wagers when No More Bets may be placed.
- b. Press the green button on the automatic shuffling device/dealing shoe, which will dispense a packet of two (2) cards for each terminal who has reached a minimum wager;
- c. Commencing from the left and continuing clockwise around the table dealing a packet of two (2) cards to each terminal where a wager has been placed; and

- d. Deal the final packet of two (2) cards to the Dealer's position; and
 - e. Once the dealer's hand has been ejected from the automated shuffling device/dealing shoe, the remainder of the deck will remain inside the shuffler until;
 - i. All players make their pre-flop play or check decision, and at that time, the three-card flop will eject; then
 - ii. All remaining players make a post-flop play or check decision, causing the two-card turn/river to eject, followed by the ejection of the remainder of the deck; then
 - iii. All remaining players make a post-river play or fold decision.
15. Game Play
- a. A game may only be played when at least 1 player has wagered;
 - b. Each player shall decide whether to remain in the game or not by:
 - i. Viewing their hand; and
 - ii. Making the appropriate Play or Check decision at each decision point; or
 - iii. Discarding their hand by touching Fold if the player has not made a Play bet during any of the three (3) available rounds of betting.
 - c. For players who decide to fold:
 - i. The dealer will remove the player cards face down, and touch the top of the player's terminal to fold the hand.
 - d. For any remaining players who make the Playwager;
 - i. The dealer will expose their hand, utilize the 5-card community board to establish their best 5-card poker hand, and declares if it qualifies; and
 - ii. Beginning to the furthest player to the right remaining in the hand, expose the player's hand, then touch the top of the player's terminal; and
 - iii. Continue counter-clockwise around the table for all remaining

players who have made a Play wager until all players' hands have been resolved.

- e. An elected to Fold decision will be made by a Floor-person or dealer if dealer has announced for players to act on their hands and a reasonable time has passed and the player refused to act or is not present.
 - f. Following the conclusion of a round of play, the Dealer will move all the cards of the deck to the discard bin in the iDeal, causing the used deck to be shuffled until a new hand is started as described above.
16. Irregularities
- a. If any player or the dealer is dealt an incorrect number of cards, all hands shall be void and the cards shall be reshuffled.
 - b. If one or more of the dealer's community cards is inadvertently exposed before the players make a Play bet, all hands shall be void and the cards shall be reshuffled. If one or more of the dealer's community cards is inadvertently exposed after the players make a Play bet, those players with a set Play bet will be allowed to keep their Play bet and those players who have not made a Play bet yet will be limited to a bet equal to their Ante bet.
 - c. If an automated shuffling device/dealing shoe jams, stops shuffling during a shuffle, or fails to complete a shuffle cycle, the cards shall be reshuffled.
 - d. In the event it is deemed acceptable to undo a player's decision the Floor-person (or above) will:
 - i. Select the terminal icon of the player;
 - ii. Press the "Undo" button on the Dealer Terminal;
 - iii. Authorize by swiping card if require; and
 - iv. Resume game play.
 - f. In the event that voiding a game is deemed necessary the Floor-person (or above) will:
 - i. Press the "Admin" button on the Dealer Terminal;

- ii. Press the “Void Game” button on the Dealer Terminal;
 - iii. Press the “Confirm” button on the Dealer Terminal to void game; and
 - iv. Authorize by swiping card if required and the terminal will automatically return to the main screen.
- g. If a player enters the wrong buy-in amount, the Floor Person (or above) will be called to correct and/or adjust the buy-in amount.
- h. In the event that the screen freezes or goes blank, the Floor Person (or above) will retrieve the information from the i-Table memory backup system.
- i. In the event of a power outage, the Floor Person (or above) will retrieve the information from the i-Table backup system memory and pay, take, or push the players bets according to i-Table memory.
- j. A card that is bent during play will be replaced by the Floor Person (or above) with a card from the Damage Control deck.

ULTIMATE TEXAS HOLD'EM.**A. Definitions**

1. "Ante Wager" means the initial wager placed prior to any cards being dealt in order to place a Play Wager.
2. "Blind Wager" means the initial wager that must be equal to the Ante Wager placed by each player in the Blind circle. This bet is paid if the player gets a Straight or better and Pushes if the hand is less than a Straight.
3. "Check" means that a player waives the right to initiate the betting in a Round of Play but retains the right to act prior to the house showing their cards.
4. "Community Card" means any card dealt face upward which can be used by all players to complete their best possible hand.
5. "Cover Card" means a solid colored card that is distinguishable from the color and design of the playing cards and used to conceal the bottom card
6. "Flop" means dealing the first three (3) Community Cards face up to the Board after each player has been dealt two (2) cards.
7. "Fold" means the withdrawal of a player from a Round of Play by discarding his or her hand of cards after all cards have been dealt and prior to placing a Play Wager.
8. "Play Wager" means an additional wager made by a player, in an amount one to four times the player's Ante Wager, after all cards for the Round of Play have been dealt but before the dealer's cards are exposed.
9. "Push" means both player and dealer 5 card hands are equal from card 1 to card 5
10. "Qualify" means when a dealer receives two cards equaling a pair of 2's or higher.
11. "Rank or Ranking" means the relative position of a card or group of cards as set forth in **Subsection E** (Ultimate Texas Hold'em Rankings).
12. "River" means the fifth and final Community Card dealt to the board after

each player has had the opportunity to Fold, Check or Play Wager on the Turn.

13. "Round of Play or Round" means one complete cycle of play during which all wagers have been placed, all players then playing at the table have been dealt a hand of cards, and all wagers have been paid or collected.
14. "Stub" means the remaining portion of the deck after all cards in the Round of Play have been dealt.
15. "Suit" means one of the four categories of cards: Clubs, Diamonds, Hearts or Spades, with no suit being higher in rank than another.
16. "Trips Bonus Wager" means an additional wager which is paid if the player gets Three-of-a-Kind or higher regardless of whether the player beats the player/dealer.
17. "Turn" means the fourth Community Card dealt to the board after each player has had the opportunity to Fold, Check or Play Wager on the Flop.
18. "Washing or Chemmy Shuffle" means mixing cards face down on the table with a circular motion of the hands.

B. Equipment

1. Ultimate Texas Hold'em shall be played on a table having up to seven (7) places on one side for the players, and a place for the dealer on the opposite side.
2. The cloth covering the Ultimate Texas Hold'em (the layout) table shall have betting areas for up to seven (7) players. Within each betting area there shall be a place for the Ante Wager, Blind Wager, Play Wager and a place for the Trips Bonus Wager.
3. Each Ultimate Texas Hold'em table shall have a table inventory container on or attached to the table.
4. Except as provided in (5) below, Ultimate Texas Hold'em shall be played with one deck of cards 52 cards without the Jokers with backs of the same color and design, and one cover card to be used in accordance with the procedures set forth in Subsection D (Shuffle and Cut of the Cards).
5. If an automated shuffling device/dealing shoe is used, the casino shall be

permitted to use a second deck of cards to play the game provided that:

- a. Each deck of cards complies with (4) above;
 - b. The backs of the cards in the two decks are of different color;
 - c. One deck is being shuffled by the automated shuffling device/dealing shoe while the other deck is being dealt or used to play the game;
 - d. Both decks are continuously alternated in and out of play, with each deck being used for every other round of play;
 - e. The cards from only one deck shall be placed in the discard rack at any given time; and
 - f. No cover card is to be used with the automated shuffling device/dealing shoe.
7. All cards opened for use at the Ultimate Texas Hold'em table shall be changed at least once every eight (8) hours.

C. Opening the Table for Gaming

1. After receiving the cards at the table, the dealer shall sort and inspect the cards. The dealer shall ensure the decks are complete, and that no cards are flawed, scratched, or marked in any way. A floor person shall verify the inspection.
 - a. If, after the inspection of the cards, the dealer finds that a card is unsuitable for use, a floor person or above shall bring a replacement card from the replacement deck or replace the entire deck.
2. The dealer must spread the cards, face up on the table, by deck, according to suit, and in sequence, in such a manner that each individual card can be identified. The casino surveillance system shall video record this process.
3. Following the inspection of the cards by the dealer and the verification, the cards shall be turned face down on the table, mixed thoroughly by a washing or chemmy shuffle of the cards and stacked and shuffled in accordance with Subsection D (Shuffle and Cut of the Cards).
4. Electronic verification may satisfy the floor-person verification requirement.

D. Shuffle and Cut of the Cards

1. Immediately prior to the commencement of Play and after each Round of Play has been completed, the dealer shall shuffle the cards, either manually or by use of an automated shuffling device/dealing shoe, so that the cards are randomly intermixed.
 - a. Upon completion of the shuffle by dealer or automated shuffling device/dealing shoe, the dealer shall place the deck of cards in a single stack on the table.
 - b. Should an automated shuffling device/dealing shoe be used, the cards will not be stacked and instead, remain in the device once shuffled.
2. After the cards have been shuffled and stacked, the dealer shall:
 - a. If the cards were shuffled using an automated shuffling device/dealing shoe, deal or deliver the cards in accordance with the procedures set forth in Subsections (G), (H) or (I); or
 - b. If the cards were shuffled manually, cut the cards in accordance with the procedures set forth in (3) below.
3. If a cut of the cards is required, the dealer shall:
 - a. Cut the deck, using one hand, by:
 - i. Placing the cover card on the table in front of the deck of cards;
 - ii. Taking a stack of at least 10 cards from the top of the deck and placing them on top of the cover card;
 - iii. Placing the cards remaining in the deck on top of the stack of cards that were cut and placed on the cover card pursuant to (3)(a)(ii) above.
 - b. Deal the cards in accordance with the procedures set forth in Subsections (G), (H), or (I). Notwithstanding (3) above, after the cards have been cut and before any cards have been dealt, a casino supervisor may require the cards to be recut if he or she determines that the cut was performed improperly or in any way that might affect the integrity or fairness of the game.
4. Whenever there is no gaming activity at an Ultimate Texas Hold'em table which is open for gaming, the cards shall remain in the dealing shoe if a manual shoe is used or if an automated shuffling device/dealing shoe is used, one deck is to remain in the automated shoe while the remaining stub is placed in the discard

rack, until a player arrives at the table. Play will then commence in conformance with the procedures outlined in Subsection (D).

E. Ultimate Texas Hold'em Rankings

1. The rank of the cards used in Ultimate Texas Hold'em, for the determination of winning hands, in order of highest to lowest rank, shall be: Ace, King, Queen, Jack, Ten, Nine, Eight, Seven, Six, Five, Four, Three and Two. Notwithstanding the foregoing, an Ace may be used to complete a Straight Flush with a King, Queen, Jack, and Ten or a Straight formed with a Two, Three, Four, and Five.
2. The permissible poker hands at the game of Ultimate Texas Hold'em, in order of highest to lowest rank, shall be:
 - a. "Royal Flush" is a hand consisting of an Ace, King, Queen, Jack and Ten of the same suit;
 - b. "Straight Flush" is a hand consisting of five (5) cards of the same suit in consecutive ranking with King, Queen, and Jack, Ten, and Nine being the highest-ranking Straight Flush and Ace, Two, Three, and Four and Five being the lowest ranking Straight Flush;
 - c. "Four-of-a-Kind" is a hand consisting of four (4) cards of the same rank regardless of suit, with four (4) Aces being the highest ranking Four-of-a-Kind and four (4) Twos being the lowest ranking Four-of-a-Kind;
 - d. "Full House" is a hand consisting of Three-of-a-Kind and a Pair, with three (3) Aces and two (2) Kings being the highest-ranking Full House and three (3) Twos and two (2) Threes being the lowest ranking Full House;
 - e. "Flush" is a hand consisting of five (5) cards of the same suit;
 - f. "Straight" is a hand consisting of five (5) cards of consecutive rank, regardless of suit, with an Ace, King, Queen, Jack and Ten being the highest ranking Straight and an Ace, Two, Three, Four and Five being the lowest ranking Straight; provided, however, that an Ace may not be combined with any other sequence of cards for purposes of determining a winning hand (for example, Queen, King, Ace, Two, Three);

- g. "Three-of-a-Kind" is a hand consisting of three (3) cards of the same rank, with three (3) Aces being the highest ranking Three-of-a-Kind and three (3) Twos being the lowest ranking Three-of-a-Kind;
- h. "Two Pairs" is a hand containing Two Pairs, with two (2) Aces and two (2) Kings being the highest ranking Two Pair and two (2) Threes and two (2) Twos being the lowest ranking Two Pair; and
- i. "One Pair" is a hand containing two (2) cards of the same rank, with two (2) Aces being the highest-ranking pair and two (2) Twos being the lowest ranking pair.

F. Wagers

1. All wagers at Ultimate Texas Hold'em shall be made by placing gaming chips or tokens and, if applicable, a match play coupon on the appropriate betting areas of the table layout. A verbal wager accompanied by cash shall not be accepted.
2. All initial wagers shall be placed prior to the dealer indicating No More Bets in accordance with the dealing procedures in Subsections (G) and (H). Except as otherwise provided in these Rules, no wager shall be made, increased or withdrawn after the dealer has indicated No More Bets.
3. The casino will not allow a player to wager at more than one betting position during a Round of Play at Ultimate Texas Hold'em.
4. All wagers shall be placed in one-dollar increments.
5. The following wagers may be placed in the game of Ultimate Texas Hold'em:
 - a. A player may compete solely against the dealer by placing an Ante Wager in an amount within the posted minimum and maximum wagers and then placing a Blind Wager in an equal amount;
 - b. A player may also compete against a posted payout ledger by placing a Trips Bonus Wager, which wager may be in any amount within the posted minimum and maximum wagers; or
 - c. A player may compete against both the dealer and the posted payout ledger by placing wagers in accordance with the requirement of (4)(a) and (b) above.

6. Gaming Management may authorize additional optional wagers to be offered if said wagers are documented and approved in a standard operating procedure approved by the Oneida Gaming Commission.

G. Procedure for Dealing from a Manual Shoe

1. If the casino chooses to have the cards dealt from a manual dealing shoe, the dealing shoe shall meet the applicable control standards for dealing shoes and shall be located on the table. Once the procedures required by Subsection D (Shuffle and Cut of the Cards) have been completed, the stacked deck(s) of cards shall be placed in the dealing shoe either by the dealer or by an automatic shuffling device.
 - a. Dealing from the hand is prohibited.
2. Prior to dealing the cards and once all initial wagers have been placed, the dealer shall then indicate No More Bets.
3. Each card shall be removed from the dealing shoe with the hand of the dealer that is closest to the dealing shoe and placed on the appropriate area of the layout with the opposite hand.
4. The dealer shall, starting with the player farthest to his or her left and continuing around the table in a clockwise manner, deal one card face down to each wagering area containing an Ante Wager and Blind Wager and then one card face down to the dealer, followed by;
5. A second card face down to each such wagering area and the dealer so that each player and the dealer have two cards each; followed by five (5) community cards dealt face down to the center of the table.
6. After all cards have been dealt to each player and the area designated for the hand of the dealer, the dealer shall remove the stub from the manual dealing shoe and, except as provided in (7) below, place the stub in the discard rack without exposing the cards.
7. The dealer shall be required to count the stub at least once every five (5) rounds of play in order to determine that the correct numbers of cards are still present in the deck. The dealer shall determine the number of cards in the stub by counting the cards face down on the layout.
 - a. If the count of the stub indicates that 52 cards are in the deck, the

dealer shall place the stub in the discard rack without exposing the cards.

- b. If the count of the stub indicates that the number of cards in the deck is incorrect, the dealer shall determine if the cards were misdealt. If the cards have been misdealt (a player or the area designed for the placement of the dealer's hand has more or less than two cards) but 52 cards remain in the deck, all hands shall be void pursuant to Subsection K (Irregularities). If the cards have not been misdealt, all hands shall be considered void and the entire deck of cards shall be removed from the table.

H. Procedures for Dealing from an Automated Shuffling Device/Dealing Shoe.

1. A casino may, in its discretion, choose to have the cards used to play Ultimate Texas Hold'em dealt from an automated shuffling device/dealing shoe.
2. If a casino chooses to have the cards dealt from an automated shuffling device/dealing shoe, the following requirements shall be observed:
 - a. Once the procedures required by Subsection D.1. (Shuffle and Cut of the Cards) have been completed; the cards are now ready to be dealt from the automated shuffling device/dealing shoe.
3. Prior to dealing the cards and once all initial wagers have been placed, the dealer shall then indicate No More Bets. The dealer shall deliver the first five (5) community cards dispensed by the automated shuffling device/dealing shoe face down to the center of the table.
4. The dealer shall then deliver a stack of two (2) cards face down to the player farthest to the dealer's left who has placed an ante and Blind wager. As the cards are dispensed to the dealer by the automated shuffling device/dealing shoe, the dealer shall, moving clockwise around the table, deliver two (2) cards face down to each of the other players who have placed an Ante and Blind wager. The dealer shall then deliver a stack of two (2) cards face down to the area designated for the dealer's hand.
5. After each stack of cards has been dispensed and delivered in accordance with (4) above, the dealer shall remove the stub from the automated shuffling device/dealing shoe and place the cards in the discard rack without exposing the cards.

6. The counting of the stub shall not be required if an automated shuffling device/dealing shoe is used that counts the number of cards in the deck after the completion of each shuffle and indicates whether 52 cards are still present.

I. The Play

1. Prior to the procedures required by Subsection D (Shuffle and Cut of the Cards); each player shall make either of the following wagers:
 - a. An equal wager in the “Ante” and “Blind” circles; or
 - b. An equal wager in the “Ante” and “Blind” circles and a “Trips Bonus wager”.
 - c. An Ante wager and a Blind wager are required to play the round.
2. After the dealing procedures required by Subsections (G) or (H) have been completed, each player shall determine whether to Check or to make a Play Wager of 3 x’s or 4 x’s the value of their Ante Wager. Once players bet, they cannot bet again, and they cannot change their bet.
3. After each player has either Checked or made a Play Wager of 3 x’s or 4 x’s their Ante Wager, the casino dealer shall proceed to turn over the first three (3) Community Cards (Flop).
4. Players who have not already made a Play Wager may decide to either Check again or to make a Play Wager 2 x’s the value of their Ante Wager
5. After each player has either Checked or made a Play Wager of 2 x’s the value of their Ante Wager, the dealer shall proceed to turn over the remaining two (2) Community Cards (the Turn and the River).
6. When all five (5) Community Cards are revealed, players who have not yet made a Play Wager can either Fold or make a Play Wager equal to the value of their Ante Wager.
7. After a player decides to Fold, the player shall place their cards face down on the table without making a Play Wager. The dealer shall then in relation to each player who has folded:
 - a. Collect the Ante Wager and Blind Wager and place it in the table inventory container.

- b. Collect and individually spread out the cards, face down and count them, then place them:
 - i. In the discard rack; or
 - ii. If the player made a Trips Wager, under the Trips Wager.
8. The dealer will then turn over the dealers two (2) cards.
9. Each player and the dealer will combine their two (2) cards with the Community Cards to create their respective best 5-card poker hand.
 - a. Winning wagers shall be paid in accordance with the Payout Odds listed in Subsection J (Payout Odds).
10. When handling the cards, players shall at all times ensure that the cards remain on or above the area of the table. The cards must not be removed from the table.
11. When the dealer does not qualify with at least a pair, the dealer will reconcile the hands of those players who remain in the game from right to left and shall:
 - a. Spread each player's cards, signal a push for the Ante and return the Ante Wager to each player that did not fold;
 - b. Resolve the Play, Blind and Trips Bonus bets; and
 - c. Collect, count and place the player's cards in the discard holder. All cards collected by the dealer shall be picked up in order and placed in the discard rack in such a way that they can be readily arranged to reconstruct each hand in the event of a question or dispute.
12. When the dealer qualifies with a hand value of One Pair or higher, the dealer reconciles the hands of those players who remain in the game in the following order; Starting with the players to the right of the dealer, the dealer shall:
 - a. Bring the player's cards into the "work area" between the dealer's hand and the Trips Bonus Wager area in front of each individual player clock-wise, and reveal the player's cards;
 - b. Determine the player's best 5-card poker hand utilizing any of the 7 cards available (player's 2 Hole Cards and 5 Community Cards);
 - c. Compare the player's hand with that of the dealer; and

- d. Announce the value of the player's hand and whether it wins or loses.
13. A player's hand shall;
 - a. Win if it has a higher poker value than that of the dealer's hand;
 - b. Lose if it has a lower poker value than that of the dealer's hand;
 - c. Constitute a Push if it has a poker value equal to that of the player/dealer's hand;
 - d. If a player wins with less than a Straight, the Blind bet pushes.
14. If a player's hand loses, the dealer shall;
 - a. Collect in order, the Play, Ante, and Blind Wagers and place in the table bank;
 - b. Determine whether the Trips Bonus Wager qualifies and pay accordingly on behalf of the player/dealer; and
 - c. Collect, count and place the player's cards in the discard holder. All cards collected by the dealer shall be picked up in order and placed in the discard rack in such a way that they can be readily arranged to reconstruct each hand in the event of a question or dispute.
15. If a player's hand wins, the dealer shall;
 - a. Pay the Ante Wager and Play Wager each 1-1;
 - b. Pay the Blind Wager if the hand is a Straight or better;
 - c. Pay any Trips Bonus Wager if the hand is a Three-of-a-Kind or better;
 - d. Collect, count and place the player's cards in the discard holder. All cards collected by the dealer shall be picked up in order and placed in the discard rack in such a way that they can be readily arranged to reconstruct each hand in the event of a question or dispute.
16. If a player's hand constitutes a Push, the dealer shall;
 - a. Pay any Trips Bonus Wager if the hand is a Three-of-a-Kind or better;

- b. Collect, count and place the player’s cards in the discard holder. All cards collected by the dealer shall be picked up in order and placed in the discard rack in such a way that they can be readily arranged to reconstruct each hand in the event of a question or dispute.

J. Payout Odds

- 1. Winning Ante Wagers and Play Wagers shall be paid 1-1.
- 2. Winning Blind Wager and Trips Bonus Wagers shall be paid in accordance with the approved pay table,

Hand	Trips Bonus	Blind
Royal Flush	50 to 1	500 to 1
Straight Flush	40 to 1	50 to 1
Four of a Kind	30 to 1	10 to 1
Full House	8 to 1	3 to 1
Flush	7 to 1	3 to 2
Straight	4 to 1	1 to 1
Three of a Kind	3 to 1	Push

- 3. Where a player has made a Trips Bonus Wager at the beginning of the round and has received a Three-of-a-Kind or higher, the dealer shall leave the particular cards face down on the table under the Trips wager and those cards shall not be collected or discarded until the payout of the hand has been made.
- 4. If the player receives a Three-of-a-Kind or higher, the Trips Bonus payouts are made regardless of whether the hand Wins, Loses, or Pushes.

K. Irregularities

- 1. A card that is found face up in the shoe or the deck while the cards are being dealt shall cause a misdeal and all hands shall be void and the cards shall be reshuffled.
- 2. If manually dealt, a card dealt in error without its face being exposed shall be used as though it was the next card from the shoe or the deck.
- 3. If any player or the dealer is dealt an incorrect number of cards, all hands shall be void and the cards shall be reshuffled.

4. If one or more of the dealer's community cards is inadvertently exposed before the players make a Play bet, all hands shall be void and the cards shall be reshuffled. If one or more of the dealer's community cards is inadvertently exposed after the players make a Play bet, those players with a set Play bet will be allowed to keep their Play bet and those players who have not made a Play bet yet will be limited to a bet equal to their Ante bet.
5. If an automated shuffling device/dealing shoe is being used and the device jams, stops shuffling during a shuffle, or fails to complete a shuffle cycle, the cards shall be reshuffled.
6. If an automated shuffling device/dealing shoe is being used and the device jams, stops dealing cards or fails to deal all cards during a Round of Play, the Round of Play shall be void and the cards reshuffled.
7. If the automated shuffling device/dealing shoe reveals that an incorrect number of cards are present, the deck shall be removed from the table and all hands void.

L. Procedures for Automatic Wagering Terminals

1. In the event that the Oneida Tribe of Indians of Wisconsin utilizes automatic wagering terminals for Ultimate Texas Hold'em, the following procedures shall apply.
2. Definitions
 - a. "Bad Beat Bonus" is an optional Bad-Beat bet for Ultimate Texas Hold'em.
 - b. "Bet" is a reference to the contingency or outcome on which a player may place a wager.
 - c. "Dealer" means the person responsible for dealing the cards at the Ultimate Texas Hold'em table.
 - d. "Game Supervisor" means the person responsible for the supervision of the operation of the game, such as Floor-person, Pit Manager and commensurately upward in the chain of command.
 - e. "i-Table" means an automatic wagering system which is a central table with dealer and player touch screen areas, accounting computer and a

game clock.

- f. "Side wager" means a betting option which is an accessory to the main game and on which players may place a wager in addition to, his/her original Ante wager. For example: Pair Plus.
- g. "Void" means an invalid hand with no result.
- h. "Wager" is the money appropriated to such a bet in a particular case.

3. Equipment

- a. Ultimate Texas Hold'em will be played on a table having wagering positions for seven (7) or less players.
- b. An electronic shuffling device/dealing shoe will be used from which all cards will be shuffled and dealt.

4. The Cards

- a. Ultimate Texas Hold'em will be played with two (2) decks of cards; one deck in use at a time with each deck having 52 cards without Jokers.

5. Buy In

- a. Players will buy in with the dealer.
- b. The dealer will enter buy-in amount in the automatic wagering terminal.

6. Number of Positions a player may wager

- a. Players may only wager on one (1) betting area at the game of Ultimate Texas Hold'em.

7. Placement of wagers

- a. Wagers will be accepted electronically via the touch screen only.
- b. A wager by a player will be placed on the appropriate areas of the player terminal prior to the first card being dealt for a Round of Play.
- c. Wagers may be made on:
 - i. Ante + Blind, (always equal to each other); and
 - ii. Trips; and
 - iii. Dealer tip; and
 - iv. Bonus bet / Optional wager

- 1. To participate in the Bad Beat Bonus, players must

make bets on the Ante, Blind and/or Trips. The Bad Beat Wager is placed in the marked circle.

- v. Play at multiples of 4x's, 3x's, 2x's, or 1x, if the player decides to remain in the game and depending upon what point during gameplay they wish to make the wager.
8. Settlement of wagers
 - a. Win if the player makes a Play Wager and beats the dealer's hand wherein the dealer's hand qualifies; or
 - b. Push if the player makes a Play Wager wherein the dealer's hand does not qualify; or
 - c. Lose if the player makes a Play Wager wherein the dealer's hand beat the player's hand; or
 - d. Lose if the player chooses not to make an equal Play Wager.
 9. Settlement of Blind wager
 - a. Win if the player's hand meets the posted pay table and also beats the dealer, regardless of whether the dealer qualifies; or
 - a. Push if the player's hand beats the dealer while not achieving a hand which meets the posted pay table; or
 - b. Lose if the player's hand does not beat the dealer's hand, regardless of whether the hand meets the posted pay table. Blind Wagers **MUST** beat the dealer before they are eligible for payment.
 10. Settlement of a Trips wager
 - a. Win if the player's hand meets the posted Trips pay table; or
 - b. Lose if the player's hand does not meet the posted Trips payable.
 11. Settlement of a Bad Beat Bonus
 - a. Win if the player and the dealer are involved in a Bad Beat. There are two ways to win:

- i. The player has Three-of-a-Kind or better and loses to the dealer.
- ii. The player beats the dealer’s hand of Three-of-a-Kind or better.
- b. Lose if the dealer and the player have a five card tie because neither the dealer nor the player suffered a Bad Beat.
- c. If the player’s hand qualifies for payouts, the dealer pays according to the posted pay table:

Hand Beaten	Odds
Straight Flush	10,000 to 1
Four-of-a-Kind	500 to 1
Full House	40 to 1
Flush	25 to 1
Straight	20 to 1
Three-of-a-Kind	9 to 1

12. Settlement of Player Wager

- a. Win if the dealer’s hand qualifies and the player’s hand beats the dealer’s hand; or
- b. Win if the dealer’s hand does not qualify and the player’s hand beats the dealer’s hand; or
- c. Lose if the dealer’s hand beats the player’s hand.

13. Game Mandates

- a. All cards used in the game of Ultimate Texas Hold’em will be dealt from an electronic shuffling/dealing device and be located on the table.
- b. No person will remove or alter any cards used in the game of Ultimate Texas Hold’em.

14. Dealing the game

- a. The game console will lock out wagers when No More Bets may be placed.

- b. Press the green button on the automatic shuffling device/dealing shoe, which will dispense a packet of two (2) cards for each terminal who has reached a minimum wager;
 - c. Commencing from the left and continuing clockwise around the table dealing a packet of two (2) cards to each terminal where a wager has been placed; and
 - d. Deal the final packet of two (2) cards to the Dealer's position; and
 - e. Once the dealer's hand has been ejected from the automated shuffling device/dealing shoe, the remainder of the deck will remain inside the shuffler until;
 - i. All players make their pre-flop play or check decision, and at that time, the three-card flop will eject; then
 - ii. All remaining players make a post-flop play or check decision, causing the two-card turn/river to eject, followed by the ejection of the remainder of the deck; then
 - iii. All remaining players make a post-river play or fold decision.
15. Game Play
- a. A game may only be played when at least 1 player has wagered;
 - b. Each player shall decide whether to remain in the game or not by:
 - i. Viewing their hand; and
 - ii. Making the appropriate Play or Check decision at each decision point; or
 - iii. Discarding their hand by touching Fold if the player has not made a Play bet during any of the three (3) available rounds of betting.
 - c. For players who decide to fold:
 - i. The dealer will remove the player cards face down, and touch the top of the player's terminal to fold the hand.
 - d. For any remaining players who make the Playwager;
 - i. The dealer will expose their hand, utilize the 5-card

community board to establish their best 5-card poker hand, and declares if it qualifies; and

- ii. Beginning to the furthest player to the right remaining in the hand, expose the player's hand, then touch the top of the player's terminal; and
 - iii. Continue counter-clockwise around the table for all remaining players who have made a Play wager until all players' hands have been resolved.
- e. An elected to Fold decision will be made by a Floor-person or dealer if dealer has announced for players to act on their hands and a reasonable time has passed and the player refused to act or is not present.
 - f. Following the conclusion of a round of play, the Dealer will move all the cards of the deck to the discard bin in the iDeal, causing the used deck to be shuffled until a new hand is started as described above.

16. Irregularities

- a. If any player or the dealer is dealt an incorrect number of cards, all hands shall be void and the cards shall be reshuffled.
- b. If one or more of the dealer's community cards is inadvertently exposed before the players make a Play bet, all hands shall be void and the cards shall be reshuffled. If one or more of the dealer's community cards is inadvertently exposed after the players make a Play bet, those players with a set Play bet will be allowed to keep their Play bet and those players who have not made a Play bet yet will be limited to a bet equal to their Ante bet.
- c. If an automated shuffling device/dealing shoe jams, stops shuffling during a shuffle, or fails to complete a shuffle cycle, the cards shall be reshuffled.
- d. In the event it is deemed acceptable to undo a player's decision the Floor-person (or above) will:
 - i. Select the terminal icon of the player;
 - ii. Press the "Undo" button on the Dealer Terminal;

- iii. Authorize by swiping card if require; and
 - iv. Resume game play.
- f. In the event that voiding a game is deemed necessary the Floor-person (or above) will:
 - i. Press the “Admin” button on the Dealer Terminal;
 - ii. Press the “Void Game” button on the Dealer Terminal;
 - iii. Press the “Confirm” button on the Dealer Terminal to void game; and
 - iv. Authorize by swiping card if required and the terminal will automatically return to the main screen.
- g. If a player enters the wrong buy-in amount, the Floor Person (or above) will be called to correct and/or adjust the buy-in amount.
- h. In the event that the screen freezes or goes blank, the Floor Person (or above) will retrieve the information from the i-Table memory backup system.
- i. In the event of a power outage, the Floor Person (or above) will retrieve the information from the i-Table backup system memory and pay, take, or push the players bets according to i-Table memory.
- j. A card that is bent during play will be replaced by the Floor Person (or above) with a card from the Damage Control deck.

Accept the Big Bear Media FY-2024 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 7/24/24

2. Session:

- Open Executive – must qualify under §107.4-1.
Justification: *Choose or type justification.*

3. Requested Motion:

- Accept as information; OR Enter the requested motion related to this item.
3rd Quarter Reports - GM area

4. Areas potentially impacted or affected by this request:

- | | |
|--|---|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> MIS |
| <input type="checkbox"/> Gaming/Retail | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: | |

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

- | | | | |
|----------------------------|-------------------|--------------------------|--------------------------|
| Michelle Danforth-Anderson | Lisa Rauschenbach | <input type="checkbox"/> | |
| Debra Danforth | Shannon Stone | Jason Doxtator | <input type="checkbox"/> |
| Jacqueline Smith | Eric McLester | Cheryl Stevens | <input type="checkbox"/> |
| Tina Jorgensen | Leslie Doxtater | | <input type="checkbox"/> |

6. Supporting Documents:


- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input checked="" type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: | |

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2024.07.15 14:17:43 -05'00'

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 Quarter 3 Report

GENERAL MANGER / BIG BEAR MEDIA (PRINT/MAIL/TOURISM/KALI)

Status report of Outcomes/Goals

1. Oneida Pow Wow is a great success.
2. Work continues at Amelia Cornelius Culture Park.

Outcome/Goal # 1

Operational Sustainability BBM: Print Operation,
Mail Center, Tourism & Kalihwisaks

STAFF: PRINT 5.5 MAIL 3 TOURISM 2.50 KALI 2
(DIRECTOR/ADMIN ASSISTS ALL AREAS)

YTD Sales Recap

FY2024 \$487,632 (755 jobs printed)

FY2023 \$980,010

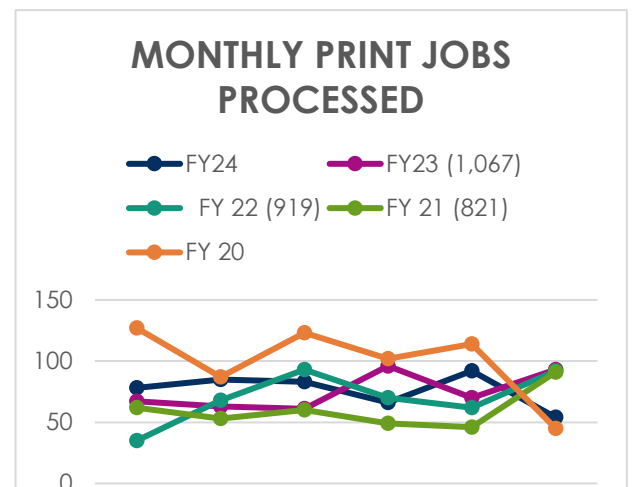
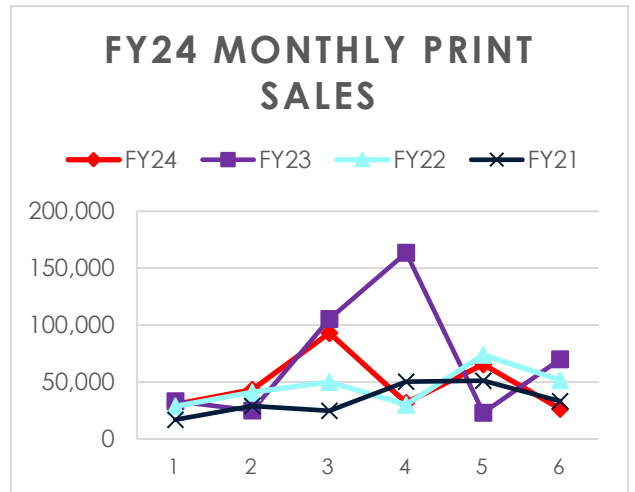
FY2022 \$712,722

Print productions are consistent with FY23 levels.

EXPECTATIONS/FUTURE PLANS REGARDING THE
OUTCOME/GOAL:

Researching ISSUU with staff (see goal 3)

GOAL CHALLENGES: Limited staff to be more
proactive with cost saving media options.



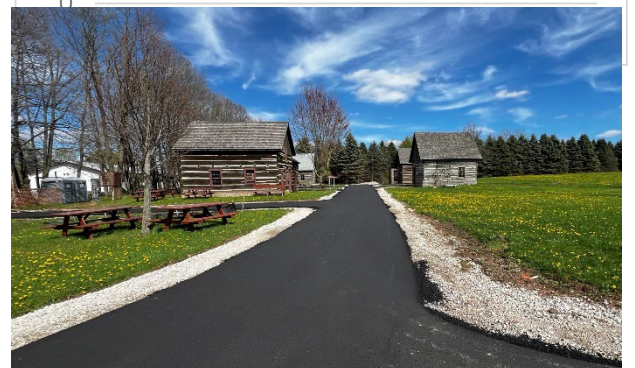
Outcome/Goal # 2

Advancing On^yote?a.ka Principles

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

\$2.6M obligation for the Amelia Cornelius Culture Park / Veterans Memorial

- The **Veterans Wall Memorial area** was completed with the placement of the eagle and concrete staining. The next step is the options of utilizing the existing pavers and selecting benches.
- The **Culture Park area** completed the asphalt parking area, walking trails and lighting. The next step for the overall project is the design of the visitor center with Somerville and the replacement of 5 log home doors.



- **Lee Gordon & Pearl McLester Log Home** next step when time permits: engineering plan for rehabilitation plans, create official CIP for tracking the unexpected project.

- **Oneida Pow Wow Pavilion** – Pavilion infrastructure is completed and hosted the 50th Annual Oneida Pow Wow. Due to rain the pow wow was moved to the Oneida Hotel 3 Clans Ballroom and the contest went on. Normally, 2,000 bands would be purchased on Friday night but with the quick



change no admissions were taken at the hotel and vendors were allowed to “grab” a table to sell their items. The ballroom holds 1,800 persons and the room was packed. On Saturday, the average was 5,000 persons and this year the total was 6,412. Sunday bands sold were 1,828 up 200 from 2023. A special thank you to all those who came before us, Tonya Webster, Trista Cornelius-Henricks, Vicki Cornelius, Leah Stroobants, Ron GoodEagle and all the many workers, Grounds & DPW staff, head staff, security, vendors, drums, dancers and more who made the 50th one memorable pow wow!



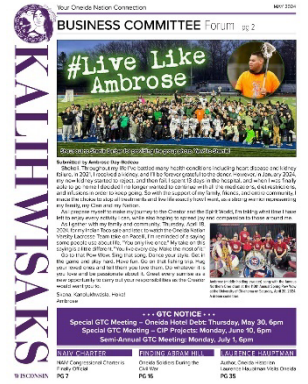
Kalihwisaks

- Kalihwisaks continues to provide important information to the Oneida Community.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL :

Our area will be continuing with the culture park development and working on beautifying some Oneida locations for the NFL draft. These project are ongoing.

GOAL CHALLENGES: Continued challenges of staff ratio vs project plans.



Outcome/Goal # 3

Advance Forward using Technology

MEASUREMENT:

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

- Continue working on the digital store front implementation with limited staff time.
- Working on developing ISSUU, an on-line platform to make print more interactive. Our goal is to work on decreasing printing costs to the organization

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Continue to try to expand media content that connects the Oneida community in a positive way.

GOAL CHALLENGES:

Number one challenge is having enough staff time to prioritize new initiatives.

Contact Info

CONTACT: Michelle Danforth Anderson
TITLE: Marketing & Tourism Director
PHONE NUMBER: 920.496.5624
E-MAIL: mdanfor8@oneidanation.org
MAIN WEBSITE: ExploreOneida.com FB: Oneida Tourism



VETERANS MEMORIAL CONCRETE STAINING



MEMORIAL DAY - ACCESSIBILITY OF SITE IS A PROUD MOMENT!

Accept the Comprehensive Health Division FY-2024 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 7/24/24

2. Session:

- Open Executive – must qualify under §107.4-1.
 Justification: *Choose or type justification.*

3. Requested Motion:

- Accept as information; OR Enter the requested motion related to this item.
 3rd Quarter Reports - GM area

4. Areas potentially impacted or affected by this request:

- | | |
|--|---|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> MIS |
| <input type="checkbox"/> Gaming/Retail | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: | |

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

- | | | | |
|----------------------------|-------------------|--------------------------|--------------------------|
| Michelle Danforth-Anderson | Lisa Rauschenbach | <input type="checkbox"/> | |
| Debra Danforth | Shannon Stone | Jason Doxtator | <input type="checkbox"/> |
| Jacqueline Smith | Eric McLester | Cheryl Stevens | <input type="checkbox"/> |
| Tina Jorgensen | Leslie Doxtater | | <input type="checkbox"/> |

6. Supporting Documents:


- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other:

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other:

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2024.07.15 14:17:43 -05'00'

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 3rd Quarter Report

ONEIDA COMPREHENSIVE HEALTH DIVISION (OCHD)

Our vision is a progressive sustainable health system that promotes tsi?niyukwalihotá (Our Ways). Our mission is to provide the highest quality, holistic health care to ensure the wellness of OUR Oneida Community. Division values are responsive leadership, safety, communication, culturally sensitive, respect, and trust is the foundation. We are a health system positioned to respond to current and future health challenges while protecting and promoting the holistic health and well-being of our Oneida Community. Services are provided to all members of Federally recognized Tribes in accordance with our Multi-Year Funding Agreement with the Department of Health and Human Services - Indian Health Service.

Outcome/Goal Outcome/Goal # 1

MEASUREMENT: Strengthening a Comprehensive Provision of Care SD1 (Strategic Direction 1)



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Oneida Comprehensive Health Division has accepted offers for an Internal Medicine Physician, Family Practice Physician Assistant, Anna John Resident Centered Care Community (AJRCCC) Medical Director, and OCHC General Dentist. The final contracts are pending legal review. AJRCCC also celebrated the credentialing of an additional Registered Nurse as the employee earned her Wound Care Certification (WCC) through the National Alliance of Wound Care & Ostomy. This certification will allow for improved wound assessment for our residents, thereby improving their overall quality of care in the treatment of wounds.

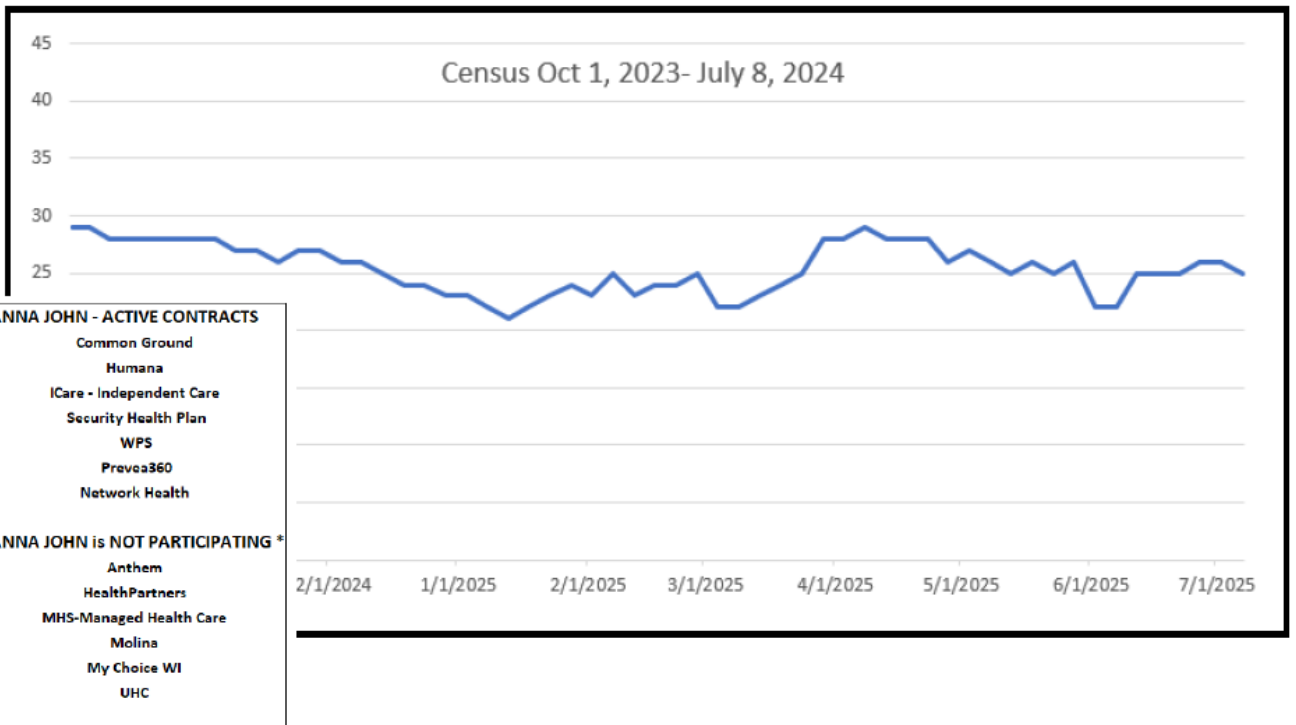
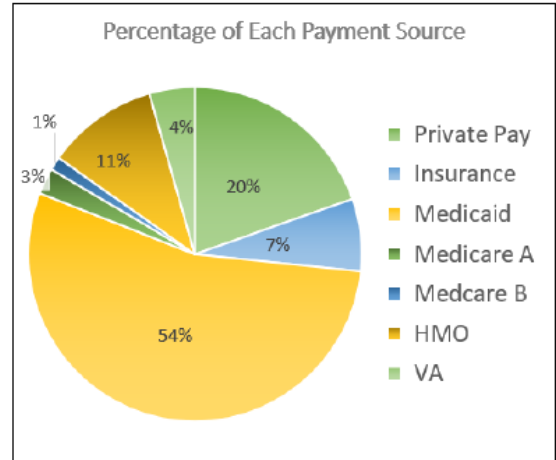
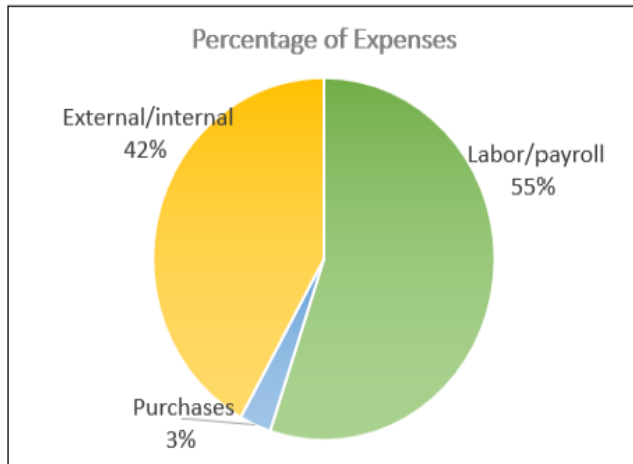
EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The Internal Medicine Physician plan is a full-time tribal hired position. This will increase access to care by 38% weekly compared to previous positions. The Family Practice Physician Assistant plan is also a full-time tribal hire providing services 5-days per week. This position has over 16 years of Emergency Room related experience. This will improve same-day patient access to care with the ability to offer services for urgent visits, triage visits, walk-in visits, and expand on services offered. This will improve patient access care for our established providers as the same day appointments can be centralized to one provider's schedule. The Anna John Resident Centered Care Community (AJRCCC) Medical Director is a Family Practice Specialist with specialty in hospice and palliative care. This acquisition aligns with the "Care Compare Five-Star Rating of Nursing Homes" that was awarded in February 2024 from the Centers of Medicare & Medicaid Services. For reference, nursing homes with 5-star ratings are considered to have much higher quality of care. The Wound Care Certified Registered Nurse aligns with the Division and AJRCCC's vision to provide the highest quality care to our community. The combination of the addition of the General Dentist and the Dental Department's pilot project 'Immediate Openings' initiative will provide improved patient access to care. The 'Immediate Openings' pilot project preliminary assessment shows a decrease in broken appointments, increase in patient attending appointments, and an overall increase in access to care. Further pilot assessment and data analysis is pending completion of fiscal year quarter. This pilot has the potential to roll out into other departments.

Outcome/Goal # 2

MEASUREMENT: Advocating and Influencing for Sustainable Financial Planning SD2 (Strategic Direction 2)

Anna John Resident Centered Care Community 3rd Quarter Report



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Anna John Resident Centered Care Community (AJRCCC) is within the Fiscal Year 2024 budget. AJRCCC is near meeting revenue projections while coming in well under the projected expenses.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Labor costs continue to rise as there is a shortage of healthcare workers throughout the northeastern Wisconsin area and nationally. In addition, the Centers for Medicare &

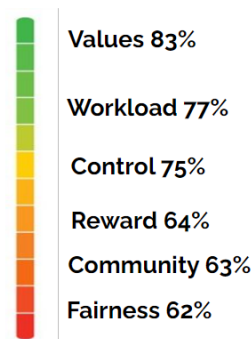
Medicaid Services (CMS) Minimum Staffing Standards for Long-Term Care Facilities final rule to provide a minimum of nursing care including Registered Nurse and Nurse Aide per resident day, as well as 24/7 onsite Registered Nurse services. This will increase the demand nationally on these competitive positions. CMS offers the opportunity for facilities to seek exemptions from requirements, specifically in rural settings. AJRCCC census averages 25.7 residents per day. AJRCCC continues to add insurance networks that will allow us to serve more individuals. These are primarily short-term stays vs long-term nursing home stays.

Outcome/Goal # 3

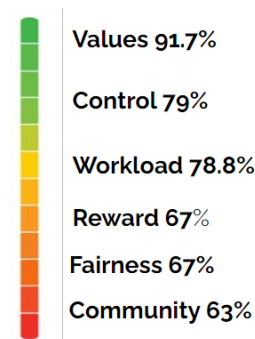
MEASUREMENT: Engaging & Developing an Inclusive and Empowered Workforce Strategic Direction 3 (SD3)

Areas of Worklife Survey Comparison

2022 Worklife (n=238)



2024 Worklife (n=193)



Larger Percentage/Less Burnout Contributed by that Specific Section. Slide Depicts the Percentage of Employees Who Indicated Good/Average Fit in Each of the 6 parts of the AWS.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

OCHD recently received the results of the Mind Garden Burnout Survey or the Maslach Burnout Toolkit for Medical Personnel. This area of Worklife survey initially was completed in 2022 with 238 respondents. The repeat survey results were obtained late June 2024 with 193 respondents.

OCHD developed a policy to recognize employees in OCHD for going above and beyond their job descriptions, achieving certain goals, or reaching certain targets within their

departments. The Management Team pivoted the original plan from a financial incentive to a zero-dollar incentive program in formulating the Fiscal Year 2025 budget.

OCHD continued development of an internal 'Leadership Program' to engage, develop, and empower an inclusive workforce. A pilot 'Leadership Program' project with collaboration of Universal Consulting Solutions, LLC, and the Management Team.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

OCHD plans to utilize the comparison study of the Mind Garden Burnout Survey to guide our Executive Management Team, Department Directors, and Department Supervisors in strategic directions for employee relations. This comprehensive report is currently in the review phase. Once the initial review is completed, individual department leadership will analyze effectiveness of previous strategies and formulate/modify strategies for the next two-year period. Continued review of strategies and initiatives will be completed on a quarterly basis. The Division's Director/Supervisor team plans to roll out a division-wide employee zero-dollar incentive idea generation survey that is department specific. This will align with the Division's Mind Garden Burnout Survey initiatives to enhance team morale by recognizing excellence. This will also allow employees the opportunity to provide input into the most impactful zero-dollar incentive for their specific area. Implementation of employee recognition policy and leadership program will enhance and improve employee morale through recognizing excellence. The roll out of the Management Team 'Leadership Program' will allow a top-down roll out program for continued growth of the overall healthcare organization. This is consistent with successful organizational leadership teams establishing, demonstrating, and living the mission, vision, and core values of the greater organization.

Outcome/Goal # 4

MEASUREMENT: Advancing Customer Focused Experience Strategic Direction 4 (SD4)



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Division's May 8, 2024, Quarterly Community Meeting completed with presenter Medical Director Karen Lane, DO, FAAP. Dr. Lane presented on the 'Hours of Operation Survey' results and an introduction to the Diabetes Team with addition of nurse practitioner Lauren Cornette, NP. Pharmacy Director Dennis Reckleberg, PharmD provided a presentation on the GLP-1 (Ozempic/Trulicity) national medication shortage updates. The Community Meeting is offered in a hybrid format with ability for community members to submit questions prior, during, and post presentation in multiple formats. The Community Meeting was streamed, recorded, and posted with over 1,400 views. Phone tree changes initiated to optimize use of Health Center Triage services. The intent of phone tree change is to improve productivity and availability to patient interaction for Triage services. In addition, the intent is to reduce the number of transferred telephone calls and optimize the use of technology through our electronic health record (EHR) to both communicate and document patient interactions.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL: The Division will continue to advance customer focused experience with quarterly Community Meetings. The previous Community Meeting was held in January 2024. The next meeting is scheduled for July 23rd, 2024, at the Anna John Resident Centered Care Community with topic of Integrated Campus and Division updates. In addition, the Division will hold an 'Intern Recognition' during this community meeting. The 'Intern Recognition' aligns with the recently developed Education Committee with focus on public awareness of educational opportunities, collaborating with academic institutions, and the long-term goal as an avenue for recruitment. The location of the congregate meal site will allow a more spaced-out environment and a light meal

served. Division department's will be available for a 'meet & greet' for attendees after the presentation. Division will continue to survey each Community Meeting to gather community feedback and utilize to plan future meetings.

The Division updated the 'Oneida Comprehensive Health Division – Patient Satisfaction Surveys' to streamline the survey process and accommodate for multiple modalities. The team continues integrating 'Patient Satisfaction Surveys' into the recently active EzAccess+ patient portal. The EzAccess+ patient portal functionality rolled out in a phased approach. Each OCHD patient care department will routinely analyze patient feedback to improve department programs and services by 6/30/2024. The intent is to continuously improve our processes by seeing the process through the patient's perspective. Our goal is to report improvements made through patient feedback via our quarterly reports to our Executive Management Team.

The phone tree changes initiated with 'go-live.' The 'go-live' was a culmination of a collaborative team effort throughout the Division. Plans are for the team to meet ~30 days after 'go-live' for a data analysis with the expectation to review for potential minor changes to increase productivity.

Contact Info

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CONTACT: Karen Lane, DO, FAAP
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PHONE NUMBER: 920.869.2711
MAIN WEBSITE: <https://oneida-nsn.gov/resources/health>

Accept the Comprehensive Housing Division FY-2024 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 7/24/24

2. Session:

Open Executive – must qualify under §107.4-1.
Justification: Choose or type justification.

3. Requested Motion:

Accept as information; OR Enter the requested motion related to this item.
3rd Quarter Reports - GM area

4. Areas potentially impacted or affected by this request:

- Finance
- Law Office
- Gaming/Retail
- Other:
- Programs/Services
- MIS
- Boards, Committees, or Commissions

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Michelle Danforth-Anderson	Lisa Rauschenbach	<input type="checkbox"/>
Debra Danforth	Shannon Stone	Jason Doxtator
Jacqueline Smith	Eric McLester	Cheryl Stevens
Tina Jorgensen	Leslie Doxtater	<input type="checkbox"/>

6. Supporting Documents:


- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input checked="" type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: | |

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2024.07.15 14:17:43 -05'00'

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 3rd quarter report

COMPREHENSIVE HOUSING DIVISION

Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e., positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e., 6 months; next year; 18 months) from the Division related to the outcome/ goal?

Outcome/Goal # 1

Re-investment in all units both federal and general rental to ensure health and safety is prioritized. This will be done by re-engaging the annual inspections, re-investing for long term quality of life of units, implementing inventory module system for enhanced tracking and monitoring and creating scopes of work for all 447 units.

MEASUREMENT: Progress towards the inspections/scopes of work for 447 units. Progress in rehabbing and reinvestment in both income based and general rental units.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Operations at the warehouse have greatly improved with the tracking of HUD/TC funded activities, contracts/requisitions processing, paperwork, and other operational efficiencies due to bringing a Warehouse Manager onsite. The warehouse staff and supervisors have direct access to the Warehouse manager and immediate remedies for issues that resulted in increased communication for the entire area.

Last quarter the maintenance staff were able to close out 447 work orders. This consisted of both new and old work orders.

Hiring continues to be a priority to ensure that CHD is able to properly address the unit needs. Recently posted were a Master Electrician position, 2 Sr. Maintenance Technician position and 1 Maintenance Technician position. These positions are crucial so that CHD is able address preventative maintenance issues. There is also a high need to onboard a Master Electrician to address the large number of electrical needs of units. Additionally, two youth workers have been brought on and are learning the trades by mentoring with several different staff on projects.

Having a Sr. HVAC and Master Plumber continues to an extremely positive move for CHD. This past quarter, among working on numerous projects that the two have been collaborating on together (including strategizing for upcoming projects) included; 31 plumbing service calls completed, 27 HVAC service calls completed & 20 installations (13 partial installations and 7 full installations.) This work is saving the Nation both time and money as outside contractors are not needed and repairs can be done with a much quicker turnaround time.

CHD has identified a need to complete a Housing Needs Assessment so that they are able to better access the housing needs of the Nation and create more clear strategic planning. CHD is excited that collaboration with St. Norbert College to work on a contract and purchase order are now complete and preliminary discussions and meetings are underway. The Housing Needs Assessment will be an important tool that CHD plans to use for future strategic planning and development plans.

Because a crucial step towards reinvesting in our income-based units is finding what issues each unit has, an annual inspection is being completed on all 447 units with an immediate focus on health and safety issues. This process is also part of a compliance requirement of HUD and one that was stifled by COVID. This project is under way and the following inspections have been completed in the first, second, and third quarter of FY24:

1st Quarter

- 22 Annual Inspections
 - 15 Health and safety Inspections with scopes of work
 - 17 VASH Inspections
 - 6 Housing Choice Voucher inspections
 - 32 Move In/Move Out Inspections
- 92 TOTAL

2nd Quarter

- 84 Annual Inspections
 - 19 Health and safety Inspections with scopes of work
 - 4 VASH Inspections
 - 0 Housing Choice Voucher inspections
 - 8 Move In/Move Out Inspections
- 115 TOTAL

3rd Quarter Update

- 78 Annual inspections.
 - 6 Move out inspections.
 - 6 Health & Safety scope of work inspections
- 90 TOTAL

GRAND TOTAL 297EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The Maintenance & Rehab Area will continue to place an emphasis on getting all 447 units inspected in FY 24 and continue working with the HR area to develop a succession plan/career ladder promoting growth.

Outcome/Goal # 2

Continued emphasis on communication division wide to include training opportunities, team building, staff meetings, regular communication bulletins, cultural education, and interdepartmental collaboration to align with divisions goals.

MEASUREMENT: Staff will have a better working environment that is revolved around effective communication, positive collaboration amongst the team and opportunities where they feel they have a voice in what they do. Cultural education will increase their ability to not only understand their customers but themselves. This will be measured by staff participation in meetings, trainings and team building activities.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Staff meetings including both office employees and warehouse employees continue to be a high priority and are held monthly. These meetings were implemented to communicate relative updates pertinent to operations and goals, recognitions and to allow staff time to provide feedback ask questions. CHD's first team building event is scheduled later in July to include staff recognition.

Training continues to be a high priority for CHD staff so that staff have the opportunity and resources for growth. The following training initiatives have or will occur:

CHD Attorney & Purchasing Director conducted a training on the Oneida Law Office Contract Reviews and Purchasing Processes for CHD warehouse and office administrative staff to assist with a more thorough understanding of vendor licensing, submitting contracts for legal review, completing task orders and documentation needed for Purchasing.

CHD Warehouse Office Manager, Maintenance Supervisor and Inventory Specialist took a tour of Menominee Housing's inventory module system and other warehouse operations to gain a better understanding of inventory systems. Future collaboration is expected from both entities to further share experience.

CHD Warehouse staff & Management are attending a Kanso Summit in late July. Kanso is the online software system that CHD utilizes for processing work orders, home inspections and tracking inventory through the inventory module. Staff are attending to be trained on the capabilities of the system and to work with programmers on creating special forms for CHD's home inspections. CHD is eager to learn more system capabilities, so they can address more efficiencies for the area for better tracking and reporting.

Sr. HVAC Technician & Rehab Carpenter attended a State of Wisconsin Focus on Energy training to become certified on blower door testing. Having 2 staff on board to conduct blower door testing for more efficient heating & cooling for homes will be an asset.

Twenty-one (21) warehouse employees attended Chainsaw Safety so that CHD can collaborate and assist Conservation with downed trees on a smaller scale basis. This will take some of the burden off conservation and allow staff to assist where they can.

Active Threat Training was held May 9, 2024, for all warehouse employees.

Title Examiner and Residential Leasing Specialist are attending a title training this month as the Residential Sales area continues to work on title clean-up for mortgages.

CHD in collaboration with TAP & recreation hosted Two Spirit Week - June 10 - 15, 2024 with events all week, including make-up tutorial, library stories, bingo, open mic and taking 50 youth to a Brewer Game on Tuesday June 11, 2024.

CHD is collaborating with Oneida Police Department to host a National Night Out event on August 2, 2024, at Mission Park. National Night Out is an annual event where communities connect with Law Enforcement.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

More Team building activities/meetings are being planned in the upcoming months.

Outcome/Goal # 3

Revamp the division's Rules, SOP's, and processes to better align with the division's goals and vision.

MEASUREMENT: CHD will continue to update, revamp and implement processes on all levels to address inefficiencies and to help streamline outcomes.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Residential Sales & Realty Area had the HIP amendment to have Land Commission determine annual improvement purchase amount changed. This was approved in March 2024. Land Commission then determined the amount to the HUD max at 498,257.00 in April 2024. The HIP SOP has also been updated recently and approved by Land Commission.

The Residential Sales Rule amendments are currently in the legislative process to change the rule of taking the highest qualified offer for a home and changing it to a lottery draw contingent upon prequalification. A Public Meeting is set for July 11, 2024, to gain community input and feedback.

CHD Management attended a dozen meetings with the LOC to provide guidance and input in amending the Eviction and Termination Law. This included community meetings.

CHD has been a part of a team facilitated by the Law Office to create a new HBO process that better streamlines how HBO lots are prepared for the community. The SOP is near completion and land lots will start moving through this process shortly.

The Residential Sales & Realty Area has been working diligently to collaborate with other areas such as CFO, Bay Bank, Oneida Veterans of Affairs Committee, General Manager and Land Commission to develop an Affordable Homeownership Strategy. This strategy was created to work on updating current programs as well as assist Oneida citizens in providing more affordable home ownership options. These include re-engaging CHD's Revolving Loan Program to assist with HIP, FSBO, Veteran Loans & Residential Sales, creating better HBO opportunities, and having Constructions Loans serviced by Bay Bank.

Residential Rentals & Outreach Area Manager attended a meeting with ONCOA to give an update on CHD's preliminary plan to enforce a Smoke-Free environment within CHD's Multi-Unit complexes with Common Corridors.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

CHD will continue to work on the updating of rules, SOP's & processes.

Contact Info

CONTACT: Lisa Rauschenbach
TITLE: Division Director
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E-MAIL: lrausche@oneidanation.org
MAIN WEBSITE: Enter website address

Photos (optional):



Accept the Digital Technology Services FY-2024 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 7/24/24

2. Session:

- Open Executive – must qualify under §107.4-1.
 Justification: *Choose or type justification.*

3. Requested Motion:

- Accept as information; OR Enter the requested motion related to this item.
 3rd Quarter Reports - GM area

4. Areas potentially impacted or affected by this request:

- | | |
|--|---|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> MIS |
| <input type="checkbox"/> Gaming/Retail | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: | |

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

- | | | |
|----------------------------|-------------------|--------------------------|
| Michelle Danforth-Anderson | Lisa Rauschenbach | <input type="checkbox"/> |
| Debra Danforth | Shannon Stone | Jason Doxtator |
| Jacqueline Smith | Eric McLester | Cheryl Stevens |
| Tina Jorgensen | Leslie Doxtater | |

6. Supporting Documents:


- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input checked="" type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: | | |

7. Budget Information:

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| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: | |

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2024.07.15 14:17:43 -05'00'

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 3rd quarter report

DIGITAL TECHNOLOGY SERVICES

Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

Strategy 1 – Operational Excellence

DTS Goal – Improved Information Technology Service Management (ITSM)

MEASUREMENT:

- **Key Performance Indicator (KPI)**: Increased Effectiveness Scores. **N/A to 10.0**
 - N/A = Not in Place | Not Effective = 0.0-4.9 | Somewhat Ineffective = 5.0-5.9 | Somewhat Effective= 6.0-6.9 | Effective=7.0-10.0
- **Baseline**: Average Score of 6 processes, 6.61
- **Target**: Average Score; 7.0
- **Data Source**: ITRG Management and Governance Framework Assessment (*note, based on COBIT 5 Framework.)

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Completed the DTS Strategic directions and FY24/25 roadmap. Identified 6 processes for DTS to improve first. 1. Leadership, Culture, and Values 2. DTS Organizational Design, 3. Human Resources Management, 4. Security Management, 5. Portfolio Management, and 6. Data Architecture. Presented DTS Strategic Direction and Roadmap in the Community Budget Meeting.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Establish a Digital Technology Steering Committee, DTS Organizational Realignment, Digital Security Strategy, PMO Startup to name a few upcoming initiatives.

Strategy 2 Organizational Support

DTS Goal – Prudent Financial Stewardship

MEASUREMENT:

- **Key Performance Indicator (KPI)**: Percentage of projects started with an approved business case
- **Baseline**: 60%
- **Target**: 90%
- **Data Source**: PPM Tool

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

ERP – HCM Phase 2 Projects went live, Talent Acquisition, Transition Management. ERP – CRM (Citizen Services) – Artic IT, DTS, and Enrollments SoW approved to begin work on Enrollments Database migration, Members Portal upgrade, and GWA-AP integration.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Portfolio Strategic Roadmap, PMO integration, Data Management workshop

03 Innovation & Individual Organizational Support

DTS Goal – Improved communications with business unit technology needs.

MEASUREMENT:

- **Key Performance Indicator (KPI)**: IT Satisfaction and Value; Net Promoter Scores
- **Baseline**: IT Satisfaction - 73%, IT Value - 59%
- **Target**: IT Satisfaction - 80%, IT Value - 80%
- **Data Source**: CIO Business Vision Survey

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Gaming DTS – Agilysys POS go Live in May,

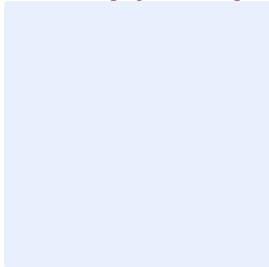
EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Communications tower go live, Oneida Hotel Wireless Infrastructure upgrade implementation, AI Pilot

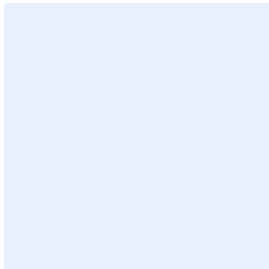
Contact Info

CONTACT: Jason W. Doxtator
TITLE: Chief Information Officer
PHONE NUMBER: 920-496-7379
E-MAIL: jdoxtat1@oneidanation.org
MAIN WEBSITE: [Oneida Nation | Digital Technology Services \(DTS\) \(oneida-nsn.gov\)](http://Oneida Nation | Digital Technology Services (DTS) (oneida-nsn.gov))

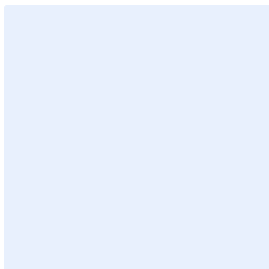
Photos (optional):



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Enter caption for photo above.

Accept the Education and Training FY-2024 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 7/24/24

2. Session:

Open Executive – must qualify under §107.4-1.
Justification: Choose or type justification.

3. Requested Motion:

Accept as information; OR Enter the requested motion related to this item.
3rd Quarter Reports - GM area

4. Areas potentially impacted or affected by this request:

<input type="checkbox"/> Finance	<input type="checkbox"/> Programs/Services
<input type="checkbox"/> Law Office	<input type="checkbox"/> MIS
<input type="checkbox"/> Gaming/Retail	<input type="checkbox"/> Boards, Committees, or Commissions
<input type="checkbox"/> Other:	

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Michelle Danforth-Anderson	Lisa Rauschenbach	<input type="checkbox"/>	
Debra Danforth	Shannon Stone	Jason Doxtator	<input type="checkbox"/>
Jacqueline Smith	Eric McLester	Cheryl Stevens	<input type="checkbox"/>
Tina Jorgensen	Leslie Doxtater		<input type="checkbox"/>

6. Supporting Documents:


- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input checked="" type="checkbox"/> Report |
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| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: | |

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Date: 2024.07.15 14:17:43 -05'00'

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 3rd quarter report

EDUCATION AND TRAINING AREA

Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

Outcome/Goal # 1

Early Childhood Goal: Support kindergarten readiness through curricula focused on cognitive, social-emotional, and physical domains.

Programs Working on Outcome:

- Child Care
- Head Start/Early Head Start

MEASUREMENT:

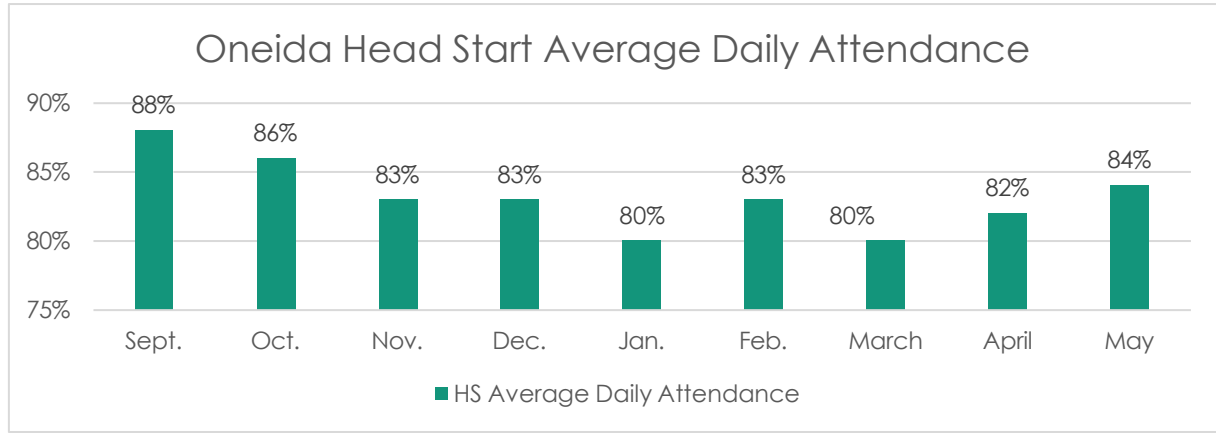
Child Care:

This will be measured by staff observation and by using the Teaching Strategies Gold Child Assessment Portfolio. These tools and methods will help staff understand child interactions, knowledge, and skills to support the child's development and make appropriate referrals for future evaluation. Provide child care and developed 45 children portfolios with teacher observations recorded for each child, and weekly lesson plans to meet developmental needs.

We currently have 5 classrooms open with 45 children attending. Serving a total of 38 families. We are currently short staffed. We are short 2 teacher positions.

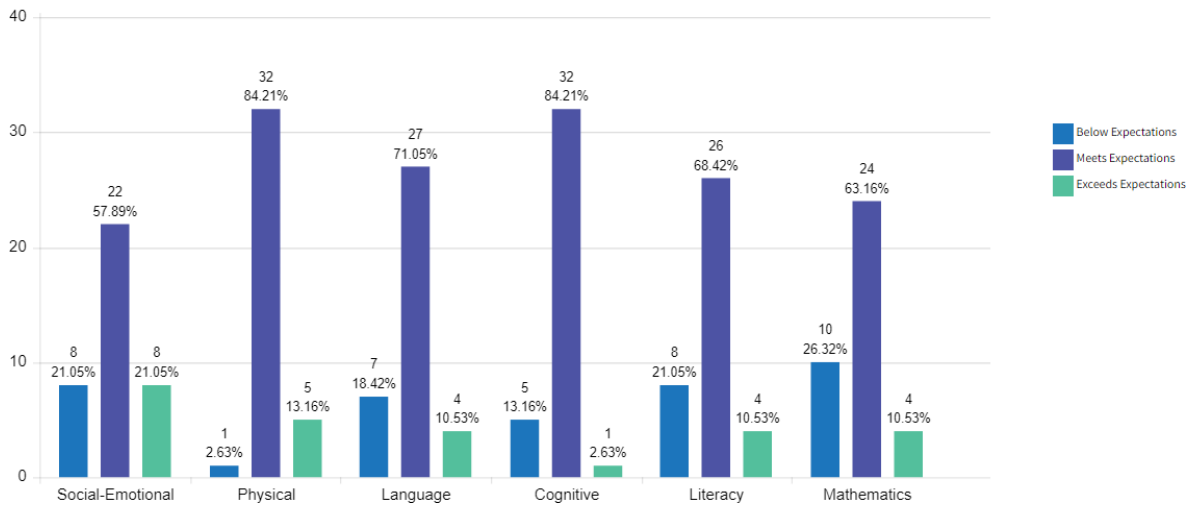
Head Start/Early Head Start:

All Head Start/Early Head Start children's progress are tracked in an early education teaching database. Classrooms use Teaching Strategies Gold and Childplus Software to track classroom and parental interactions. The below scores are being tracking for students to measure progress through the school year.



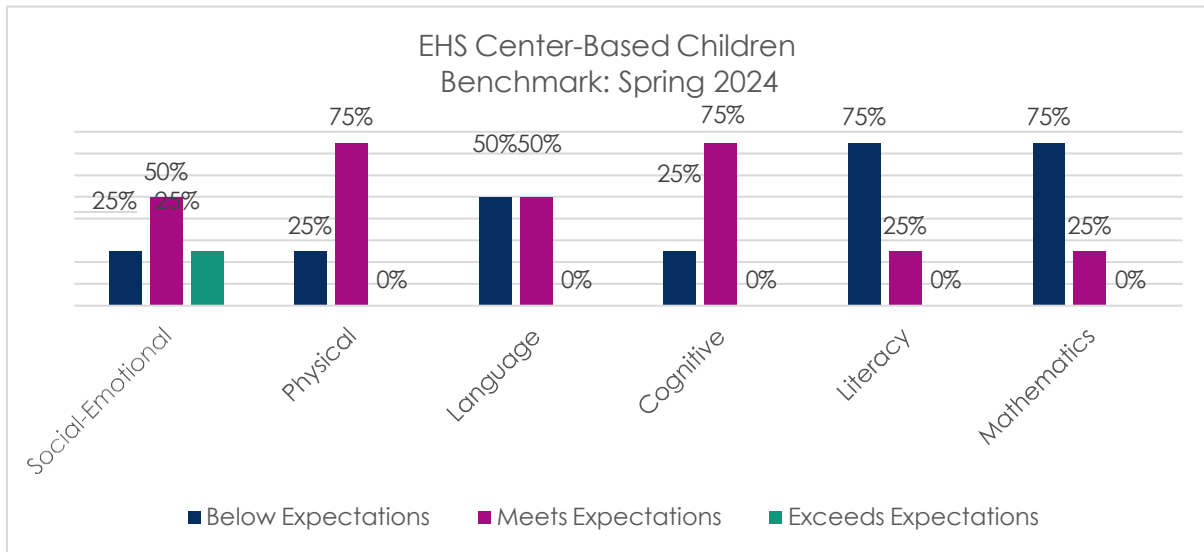
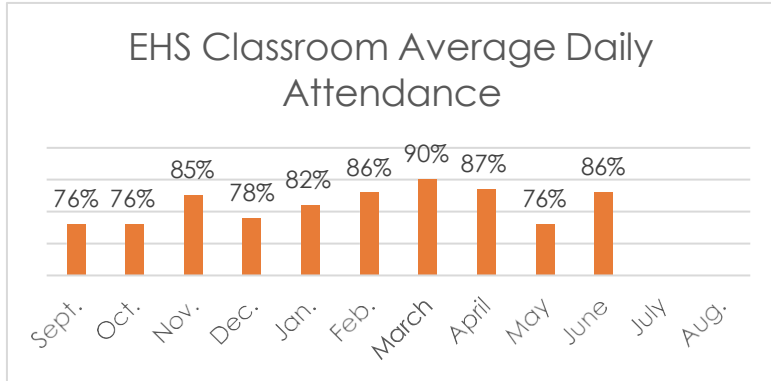
National Indian DHSA - Oneida HS/EHS

Spring 2023/2024 - Widely Held Expectations

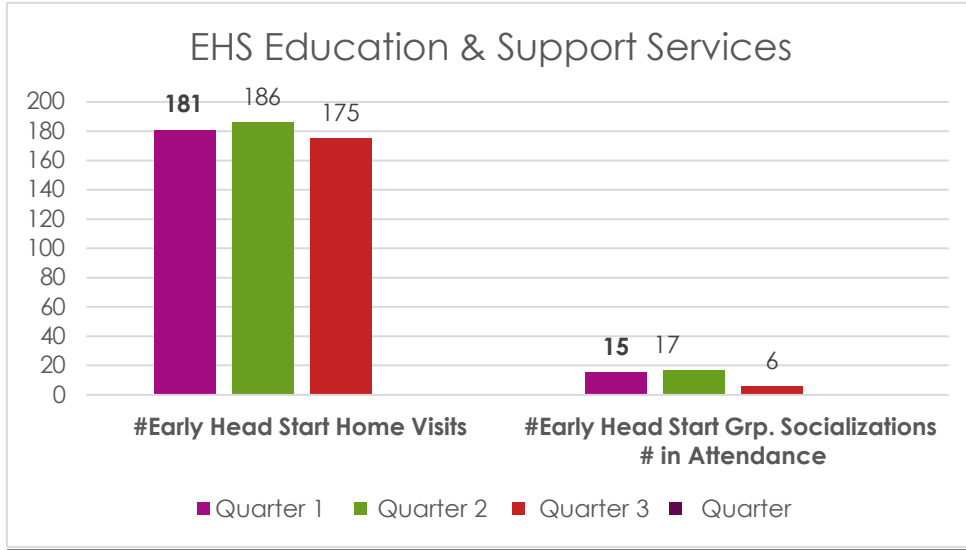


Third quarter scores for Head Start kindergarten readiness skills: we see a much needed raise percentage rate with "Exceeds Expectations" being above 11.41% on average; which is up from last quarter, which was 5.1% on average.

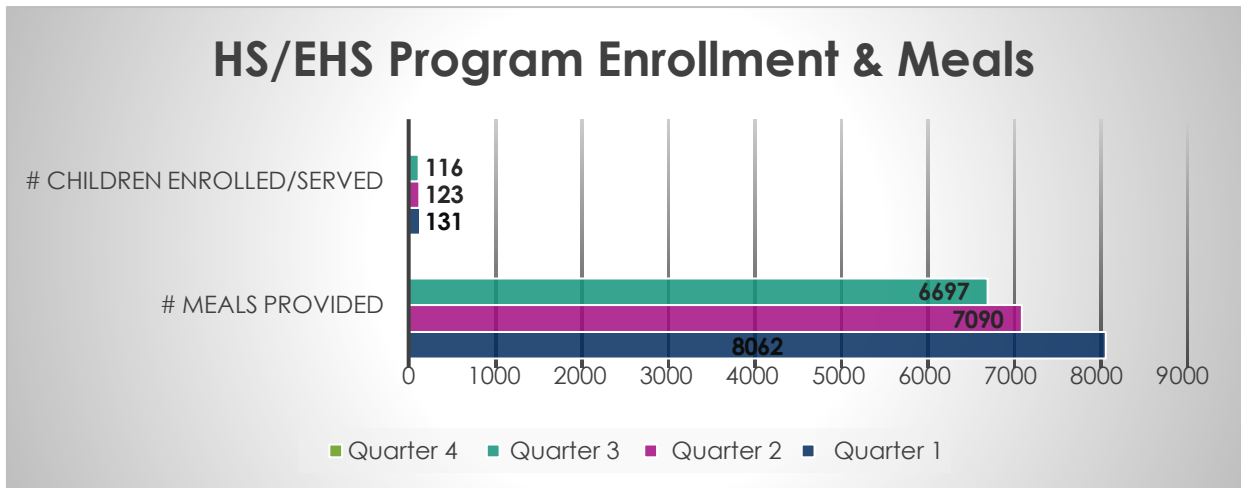
Literacy and mathematics are the two areas all the student needed to improve in, and we found again in the third quarter, great improvement in these areas. In the first quarter we only found a small percentage of students who exceeded expectations in the physical category, in the second quarter we saw a small percentage of students in all the categories that exceeds expectations. By the end of the school year, we see a higher percentage of all students who either Meet Expectations or Exceeds Expectations in all of the categories.



Third quarter scores for Early Head Start: In Early Head Start, the student are considered infants and toddlers. With these students we are seeking more advances in the Social-Emotional, Physical and Cognitive categories. We see that all of the students at least meet the expectations in these categories, which is very rewarding for our students and families.



EHS home visiting program delivered 175 home visits during the third quarter and provided 6 different group socialization experiences with 42 families in attendance.



116 children were served through the third quarter of the 23-24 school year, in 7 HS classrooms, 1 EHS classroom and through home visiting services. At the three sisters' location, there were 3,726 meals served and at the Norbert Hill location there were 3,271 meals served to HS/EHS students.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Child Care:

Three (3) children have transitioned during the 3rd quarter. Transitions occur when children are age and developmentally ready for new challenges and with parent's support. Lesson

plan are complete weekly by each classroom, they incorporate opportunities and experiences that children need to meet developmental expectations.

Head Start/Early Head Start:

Our goal for the third quarter was to exceed an average of 66% of students who “meet expectations” for kindergarten readiness across all domains. We surpassed our goal by exceeding 71% of student on average who met expectations in kindergarten readiness for this quarter. We were also seeking to “exceed expectations” by 10% on average and we surpassed 11% on average.

We have more students who are now exceeding expectations in all categories of the domain to finish up the school year and graduate many students up to kindergarten.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Child Care:

Children are prepared for successful entrance into kindergarten.

Head Start/Early Head Start:

Head Start/Early Head Start will work with our Education T & TA Specialist to continue training in Literacy, Math, and Cognitive domains. Collaboration with Oneida Behavioral Health will continue for the Social-Emotional domain and Campfire Coaching which began in October for HS staff continues. Attendance will also be monitored as there is a high correlation with meeting expectations and good attendance.

Outcome/Goal # 2

Implement Individual Education Plans (IEP's) for children with educational disabilities.

Programs Working on Outcome:

- Early Intervention
- Head Start/Early Head Start

MEASUREMENT:

Early Intervention:

90% of preschool children who complete Head Start and FACE make successful IPE transitions to tribal or public special education programs.

Head Start/Early Head Start:

Head Start/Early Head Start had 32 (38%) of our students on an IEP Or IFSP in the 3rd quarter of the 23-24 school year. We currently have no students in the EIP evaluation process. We continue to strive towards being in compliance with the 10% of total enrollment slots being filled by children eligible for services under IDEA.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:**Early Intervention:**

All evaluations are on track for the end of the school year 2023-24. End of year reports for children on IPEs have been sent out. By the end of the school year 63 referrals have been received for the 3-5 programs. There have been 46 Birth to 3 referrals for infants and toddlers.

Head Start/Early Head Start:

Head Start/Early Head Start continue to work collaboratively with Oneida Early Intervention (OEI) to refer children with suspected educational delays/disabilities for evaluation. 4(.5%) students were referred to OEI in the third quarter for further evaluation.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:**Early Intervention:**

Keep providing high quality preschool services for our tribal population so that pre-school children can make a smooth transition to tribal or public special education school programs. Our program has also been providing books for the Oneida programs and events 500 books were donated to the Oneida Health Center, Oneida Transit and Oneida Police Departments. Books are also given out to the infants, toddlers and young children receiving services through Early Intervention.

Head Start/Early Head Start:

Oneida Early Intervention will continue to provide speech, occupational and physical therapy services to enrolled HS/EHS students with delays/disabilities or they will refer them out to local school districts if the needs of the child exceed what they can offer. Continued identifications and assessment of children suspected of having delays or disabilities will occur. HS/EHS staff will individualize lesson planning for students on and IEP/IFSP.

Outcome/Goal # 3

Student eligible for Youth Enrichment Services (Y.E.S.) in elementary, middle, and high school are on track to graduate and Higher Education Scholarship are awarded for post-secondary education.

Programs Working on Outcome:

- Youth Enrichment Services
- Higher Education

MEASUREMENT:**Youth Enrichment Services:**

The majority of activities for the Y.E.S. staff include providing academic and social/emotional student support toward the goal of 100% of the Y.E.S. student graduating from high school; or assisting students in successfully moving to the next grade level.

Higher Education:

Number of clients served based on data from Power 8 and Cognos Analytics data bases.

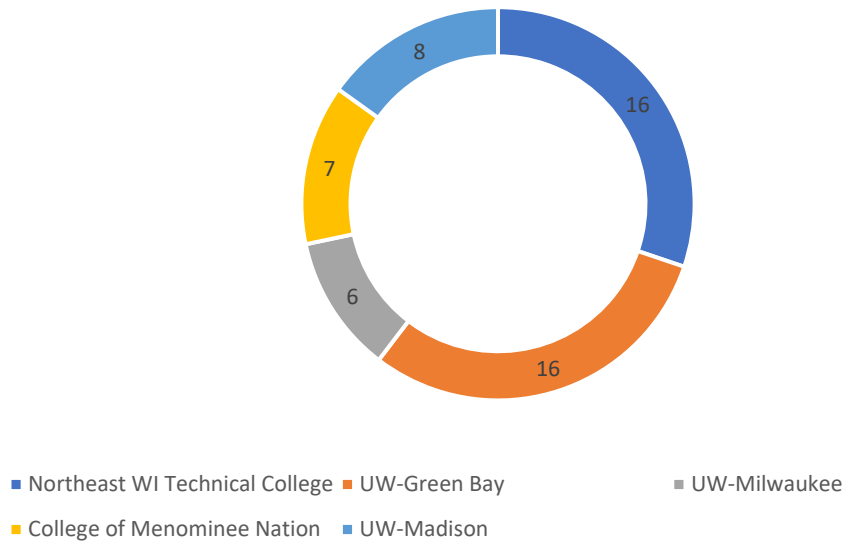
Students receiving the Higher Education Grant for Quarter 3 are at the following academic levels:

Freshmen	50
Sophomores	30
Juniors	23
Seniors	12
Graduate	38
Doctoral	26

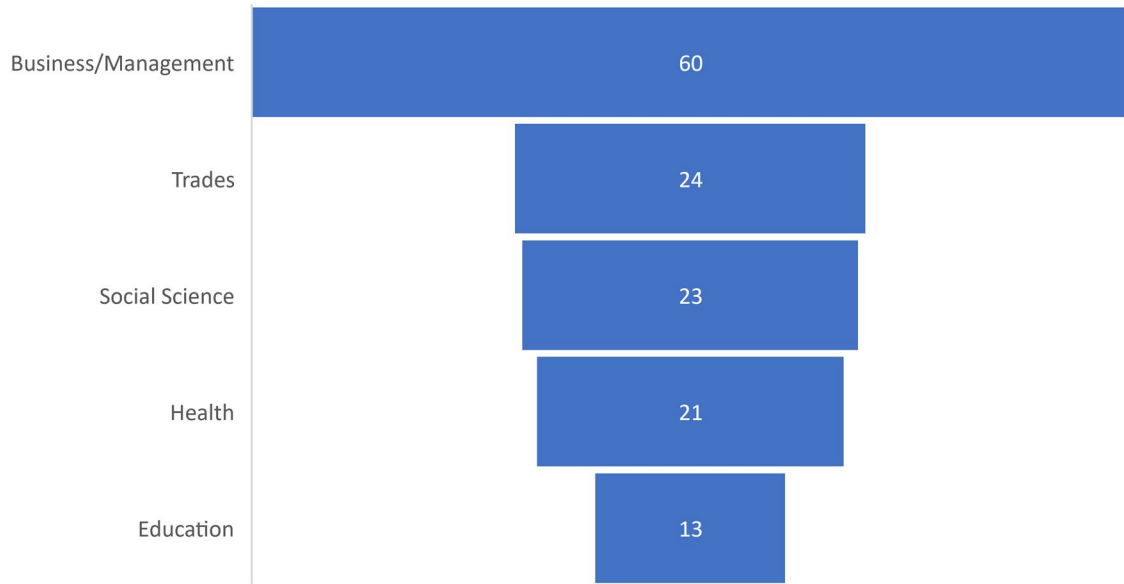
Students are completing the following degrees:

Certificates	5
Technical Diplomas	6
Associate Degrees	36
Bachelor's Degrees	68
Master's Degrees	38
Doctoral Degrees	26

Top Five Attended Schools & Number of Students at Each



Top Five Major Areas & Number of Students in Each



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Youth Enrichment Services:

Third quarter contact indicating student support toward the goal of graduation and/or forward movement were:

Monthly Contacts

Y.E.S. Program Month - FY 2024	Unduplicated Count	Contacts	JOM Eligible Students	Non-JOM Eligible Students
April	487	7,309	298	189
May	524	7,648	377	147
June	357	1,676	275	82

In addition to collaborating with the school staff to provide student support, Y.E.S. Program staff collaborated with the Yon^haliyo Staff and Oneida Behavioral Health staff to provide groups for Y.E.S. students at some of the Y.E.S. schools. To provide seniors/high school students with an understanding about post-secondary opportunities and their trust funds, staff arranged for meetings with Oneida Higher Education staff and the Trust and Enrollment staff.

Y.E.S staff hosted transition meeting for students who will be moving from elementary to middle school and from middle school to high school. The meetings are held to introduce the incoming students to Y.E.S. staff before they arrive at the new schools in September and to provide incoming students with a tour of their new schools.

In collaboration with the University of Wisconsin – Green Bay, Y.E.S. students were given the opportunity to register for dual credit classes at no charge. The Y.E.S. Advocates at the high school level met with the University staff to discuss the details of how to register for current class offerings and to discuss ideas for more class offerings in the future.

This year, 98% of the Y.E.S. students graduated. Graduation details, by schools are below:

Cohort of 2024 Y.E.S. Graduate Summary by School									
High School	Total Number of YES Eligible Seniors	YES Eligible Seniors Who Graduated	Total Number of Non-YES Eligible Seniors	Total Number of Non-YES Eligible Seniors Who Graduated	Seniors with Incomplete YES Paperwork	Seniors with Incomplete YES Paperwork Who Graduated	Total Number of Seniors	Total Number of Graduates	Percentage of Graduates by School
Green Bay Southwest High School	11	11	2	2	1	1	14	14	100%
Seymour High School	16	15	2	2	1	1	19	18	95%
West De Pere High School	14	14	1	1	1	1	16	16	100%

Totals	41	40	5	5	3	3	49	48	
Percentages		98%		100%		100%		98%	

Higher Education:

A total of 179 Oneida Tribal Members were funded with the Oneida Higher Education Grant for 3rd quarter. This came to the amount of \$770,948.

Ten students were funded for the College Comeback Program during 3rd quarter, totaling \$14,694. Seven students who utilized College Comeback for 2nd quarter were put back in good standing and eligible to apply for the Higher Education Grant for 3rd quarter.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Youth Enrichment Services:

For the new school year, the Y.E.S. Program is in the process of hiring four elementary school level Y.E.S. Specialists. Elementary school Specialists are an addition to the Y.E.S. Program staff and will be placed at Green Bay's King Elementary School, MacArthur Elementary School, Pulaski's Hillcrest Elementary, and Seymour's Rock Ledge Primary/Intermediate School. Current Y.E.S. Specialist support is at the middle and high school levels. The new elementary school level specialist positions will be supporting the Oneida Reads initiative, with the long-term goal of assisting Oneida students to be 100% proficient in reading at their grade level. To assist the staff in supporting the Oneida Reads initiative, Y.E.S. staff will be trained in the "Science of Reading" concepts with the Y.E.S. Specialists receiving training in the "Science of Reading" methods.

Y.E.S. staff will resume their student support and school staff collaboration when the new school year begins. They will be monitoring attendance, grades, and social emotional well-being. Additionally, at the high school level, they will be looking for opportunities for student to explore post-secondary/career opportunities.

Higher Education:

The Higher Education Department will continue to promote the importance and achievability of higher education by visiting area high schools and offering community events such as college fairs and financial aid workshops.

We hope to continue offering this additional option to help students get back in good standing with the Higher Education Grant and move forward with their educational goals.

Outcome/Goal # 4

Provide culturally sensitive vocational rehabilitation services to Native Americans with disabilities who reside on or near the Oneida Reservation leading to gainful employment

consistent with the strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice to building individual self-sufficiency.

Program Working on Outcome:

- Vocational Rehabilitation Services

MEASUREMENT:

Number of scheduled appointments with clients will increase. Barriers will be identified, and treatment plans will increase in collaboration with Behavioral Health.

Increase numbers of post-employment services. Provide training beyond entry level job description.

Increase the staff's knowledge and capacity as it relates to case management practices to increase project compliance with rules and regulations governing American Indian Vocational Rehabilitation Services (AIVRS) Projects.

Through outreach and collaboration with other Oneida programs, our department will be incorporated into the community and tribal members will feel more at ease applying for services or interacting with staff members.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Faster intake process to Behavioral Health, increase longevity of employment outcomes, OVRs Project will be evaluated, deficiencies noted and corrected, more tribal and local community members will help spread the message of our services.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Continue to partner with Oneida and State programs to broaden OVRs awareness. Continue to education OVRs staff in their roles. Host CANAR 2025.

Contact Info

CONTACT: Jacqueline Smith
TITLE: Area Manager Education & Training
PHONE NUMBER: 920-869-4037
E-MAIL: jsmith@oneidanation.org

Photos (optional):



April, May and June books provided to Oneida Child Care families. Families are encouraged to share time reading to/with their child/children.

Oneida Human Services Department donated 45 Mickey and Minnie Mouse tents to the center to give out to families.



Mother's Day Family Event: Families planted and watered seeds that they took home to tend to and watch the plants grow. This activity promotes fine and gross motor skills, several different academic skills, along with strengthening the family's ties to nature and food.

Accept the Environmental, Health, Safety, Land, & Agriculture Division FY-2024 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 7/24/24

2. Session:

- Open Executive – must qualify under §107.4-1.
 Justification: *Choose or type justification.*

3. Requested Motion:

- Accept as information; OR Enter the requested motion related to this item.
 3rd Quarter Reports - GM area

4. Areas potentially impacted or affected by this request:

- | | |
|--|---|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> MIS |
| <input type="checkbox"/> Gaming/Retail | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: | |

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Michelle Danforth-Anderson	Lisa Rauschenbach	<input type="checkbox"/>
Debra Danforth	Shannon Stone	Jason Doxtator
Jacqueline Smith	Eric McLester	Cheryl Stevens
Tina Jorgensen	Leslie Doxtater	<input type="checkbox"/>

6. Supporting Documents:


- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input checked="" type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: | |

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8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 3rd quarter report

ENVIRONMENTAL HEALTH, SAFETY, LAND, AND AGRICULTURE

Outcome/Goal # 1

Implement the Oneida Nation Food Sovereignty Strategic Plan using the action planning tools to identify areas needed for the outcomes of each objective, identify responsible staff, and create timelines to complete objectives.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

On May 11, 2024 Tsyunhehkwa held its Annual Seed and Plant Giveaway in a joint effort with Ukwakhwa. Over 200 bundles of seeds and plants were provided to community members. Included were over 10 seed varieties and 6 different starter plants. Also provided this year from Ukwakhwa were over 10 varieties of heirloom seeds. All seeds and plants were gone in under an hour. Oneida Cannery again held a booth at the 2024 Pow-wow selling three types of juices. The juices were healthy alternatives to other drinks along with strawberry shortcake. Staff long hard hours and were so successful with all their efforts. It was a great showcase for the Oneida Cannery with the great products they can offer the community.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Juicing for Health workshop took place on June 18 and June 20 at Oneida Cannery with a total of 18 participants. Participants learned the importance of "reconnecting with our food relatives", the benefits of juicing, alive vs dead foods, and the concept of "food as medicine". They learned how to make their own juice, which they were able to bring home. WPP received a lot of wonderful feedback following this event. Attendees had a lot of fun and reported learning a new healthy living skill. One participant shared the following: "As someone who was taken away from my roots, workshops like this help me get more involved. I'm slowly learning and feel very blessed and embraced by Oneida. Now is my chance. Any event or workshop helps me gain more understanding and feel more connected and not rejected". Division Staff have worked very diligently getting prepared and planting when the short windows of opportunity presented themselves. Extremely wet weather has caused delays in all agricultural areas and crop damage in the orchard. The growing season will be closely watched, and adjustments made where possible.

Outcome/Goal # 2

Update the Integrated Resource Management Plan (Live, Sustain, Grow Plan) identifying goals and objectives and including the Rights of Nature Proclamation.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

EHSLA staff and 1 WTCAC intern had another invasive garlic mustard pulling effort at the Oneida Museum trail. On May 4, 2024 the tribal forester had a tree giveaway with 5 tree varieties given away to over 100 tribal members. Received 32 trees from the Packers for the annual First Down for Trees giveaway. Trees were planted at the new campsites at Oneida Lake.

The N8047 County U Manure pit has been emptied and the bottom material scraped which was spread on the adjacent field. It is in the process of being completely drained of clean rainwater. The pumping has started and the pit will be backfilled by the end of July. Once that is complete, the Nation will receive a reimbursement from Outagamie County of over \$78,000.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The Oneida Lake campsites have opened for business on July 1, 2024 . An ad was sent out on the Communications website. The ad will be advertised in the Kali, on our website and Facebook page. The new bathroom building is completed at the lake. Continuous oversight at the lake has been necessary as we are having issues with vandalism, people not leaving when the lake closes at 9pm, garbage on the grounds, and garbage in the bathrooms. This is very upsetting given all the time, money, and staff efforts to create a beautiful lake park.

Outcome/Goal # 3

Acquire and manage Oneida Nation land for the benefit of the community and to strengthen the Oneida Nation's sovereignty.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

On May 6th performed a prescribed burn at Adam Drive Wetland. On May 23rd Tony Kuchma was chosen to represent Oneida for a "Champion of Conservation" Award from the Lakeshore Natural Resources Partnership, from the Lake Michigan Stakeholders Association. May 1st Completed Spring Electrofishing Lake Surveys.

In an effort to help Tribal members with their estate planning, Land Management hosted Wisconsin Judicare staff to write Tribal member wills for free. Judicare was here June 26 and 27, 2024 and helped 25 Tribal members. Land Management along with all areas having a part in any Land policies and procedures as well as their laws, have been working closely together to update and streamline these processes. It is a huge undertaking but long overdue and necessary. Pre-acquisition, post-acquisition, demo process, LANDBAC process, HIP, HBO, THRIFT, Real Property Law, are just a few ready for approval and implementation. Continued meetings with the BIA on the BIA's progress made on Oneida's F2T transactions and their new 151 Rules.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Acquired 128 acres this quarter. Own 29,000 or 44% of the reservation. This includes 5 new properties that the Nation now owns. Accepted offers on 118 acres closing by the end of the year and 130 acres in negotiations.

Contact Info

CONTACT: Eric McLester

TITLE: Environmental Health, Safety, Land, and Agriculture Division Director

PHONE NUMBER: 920-869-4590

E-MAIL: emclest2@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/resources/environmental>



Photos (optional):

Accept the Grants FY-2024 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 7/24/24

2. Session:

Open Executive – must qualify under §107.4-1.
Justification: Choose or type justification.

3. Requested Motion:

Accept as information; OR Enter the requested motion related to this item.
3rd Quarter Reports - GM area

4. Areas potentially impacted or affected by this request:

- Finance
- Law Office
- Gaming/Retail
- Other:
- Programs/Services
- MIS
- Boards, Committees, or Commissions

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Michelle Danforth-Anderson	Lisa Rauschenbach	<input type="checkbox"/>
Debra Danforth	Shannon Stone	Jason Doxtator
Jacqueline Smith	Eric McLester	Cheryl Stevens
Tina Jorgensen	Leslie Doxtater	<input type="checkbox"/>

6. Supporting Documents:


- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input checked="" type="checkbox"/> Report |
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| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: | |

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Date: 2024.07.15 14:17:43 -05'00'

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 3rd quarter report

GRANTS OFFICE – GENERAL MANAGER

Status report of Outcomes/Goals

Outcome/Goal # 1

Enhance tribal services/programs with external grant funding of at least \$5 million per year.

MEASUREMENT: Metric used to measure is our excel spreadsheet of funded, denied, and pending grants which shows we are far exceeding our goal of \$5 million per the year, as we are triple that goal in the first 3 quarters.

	FUNDED	DENIED	PENDING
2020			
TOTAL:	\$10,032,083.33	\$11,819,796.00	
2021			
TOTAL:	\$16,173,541.98	\$17,571,374.78	
2022			
TOTAL:	\$15,914,980.21	\$14,183,484.00	
2023			
TOTAL:	\$16,728,422.03	\$6,430,442.82	
2024			
TOTAL:	\$17,096,161.00	\$9,062,474.00	\$35,375,175.00

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

We continue to assist programs while maintaining a great funding ratio of 38:1 or higher. Even with Cares monies dissipating, we continue to have a high return on Oneida Nation's investment into the Oneida Grants Office. Grants Office staff have been working especially hard these past 4 years with a skeleton staff of 3, as we have another \$35 million in pending.

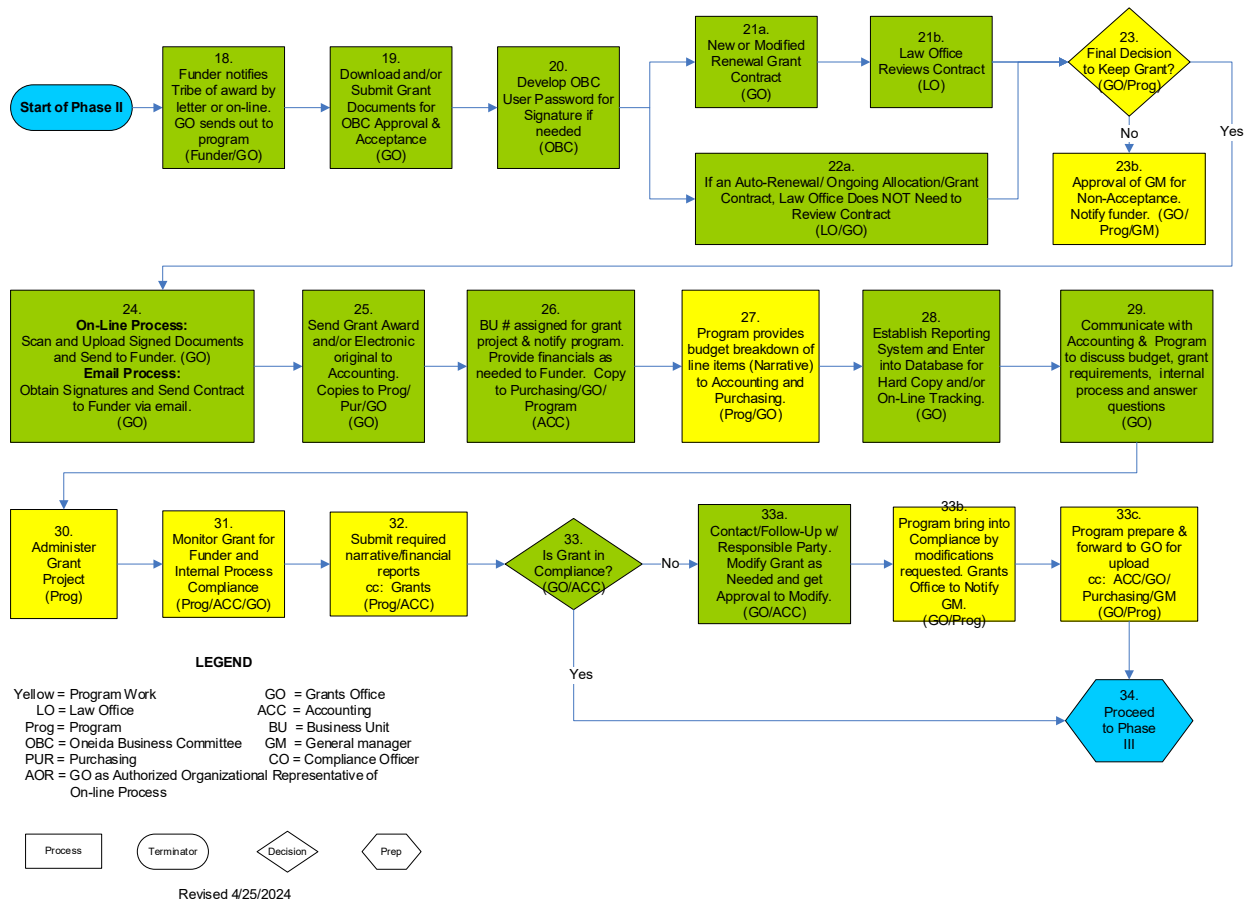
EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

In meeting and exceeding our goal, the community has seen and benefited from a wide array of services and new and/or expanded programming throughout the community. We plan to continue to do our jobs to the best of our abilities with the utmost integrity and have proven to be greatly beneficial to the Oneida Nation for many years. The Grants Office hails 75 years of experience with only the current 3 staff - Cheryl/34years; Marsha/29 years; Don/12 years.

Outcome/Goal # 2

To increase Oneida Nation staff knowledge by providing grants training to programs/departments in need.

MEASUREMENT: The measurement for this goal will be seasoned program staff having the knowledge to research, plan, and develop narratives and budgets with less help from the Grants Office staff, allowing us to assist new staff. The chart below is a snapshot of the 2nd phase of the grant writing process that has been updated to use as a training tool.



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Grants Office is currently meeting to update our goals, strategic plan as the Nation progresses, as well as continuing our work on our on-line training modules/documents

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

We hope to provide on-line training modules or presentations this year that focus on the on-line grant applications, submissions, and reporting to assist programs in their grant writing activities. Multiple on-line systems are used and are continually being updated. These systems can be confusing and therefore we found that we need to focus on this. With the current workload and only 3 staff, this may need to be pushed back.

Outcome/Goal # 3

Provide administrative support to the Oneida Youth Leadership Institute as the temporary Executive Manager, a 7871 charitable organization.

MEASUREMENT: Administrative duties are accomplished through organization of board activities that assists the board in making tax-deductible contributions to youth organizations and provide funding opportunities that will help develop young Oneida leaders. Schedule, organize, and take minutes at monthly meetings.

Oneida Youth Leadership Institute
Mission Statement:
 Investing in the development of our youth to enhance nation building by learning from our past, embracing our present, and leaving a legacy for the future.

The Oneida Youth Leadership Institute is a Section 7871 organization and all donations are tax deductible.
 With your help, this organization can provide youth with the much needed financial support for leadership growth opportunities, as well as support for a variety of programs, training, and/or services that can help address adolescent issues our youth face and give them positive direction.
 Please show your support for the empowerment of our youth to lead a nation of strong families by giving to the Oneida Youth Leadership Institute... the future of our youth depends on your generosity!

The Oneida Youth Leadership Institute is about the 7th generation and looking ahead by providing initiatives and opportunities that can help transform our youth into strong, progressive leaders.
 If you look back in history, Youth have been at the core of every social movement in history.
 Youth Leadership Institute will foster:
 • Tradition/Culture
 • Good Mind/Good Body
 • Leadership
 • Knowledge/Proficiency
 • Entrepreneurship
 • Networking

... We are the generation with the responsibilities and the option to choose the path of life for the future of our children...
 - Chief Oren Lyons, Native-American Faithkeeper & Indigenous rights advocate

ONEIDA YOUTH LEADERSHIP

Oneida Youth Leadership aims to uphold the legacy of the 7th Generation by providing opportunities for its youth.
 The call to leadership can be transformative. With all the great challenges facing youth today, our Leadership Institute will provide a variety of programs as strategies to overcome challenging adolescent issues and behaviors. The foundation of our strategies is the five Principles of Leadership. The board arrows represent strength and unity and the story originates from our cultural teachings.

Traditional Heritage & Culture
 To recall the traditional values of a good mind, a good heart, and a strong spirit

Healthy Minds & Bodies
 To balance wilderness and wellbeing for healthy lifestyles and choices

Citizenship Engagement
 To give back and pay it forward

Academic Excellence
 To develop a strong foundation of knowledge in STEM, science/technology engineering/math to make a positive contribution

Entrepreneurial Spirit
 To develop the passion and skills to succeed in the global marketplace

Be a part of our Leadership Institute through donations or volunteerism.
 Yaw! 'tko

Contact Information: Cheryl Stevens/Oneida Nation
 PO Box 365, Oneida, WI 4105
 920.466.7333
 oneidayouthleadership.org

"Each generation has a responsibility to ensure the survival for the Seventh Generation."
 -Oren Lyons

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The board consists of 4 members, with 3 vacancies. The board continues to meet on a regular basis. The by-laws and charter have been updated/revised and will be presented to OBC for approval. Board members have been recruiting for new board members.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Although funds have been provided to hire a fulltime Executive Manager, this is put on hold until OYLI's new strategies are finished, which are near completion. We are in the final stage of getting our by-laws, and charter approved. Once these and the processes are fully updated and a parttime Executive Manager can be hired, our quarterly report will present a new Outcome/Goal directly focused on the Grants Office instead of OYLI as the Grants Manager will no longer have these responsibilities.

Contact Info

CONTACT: CHERYL STEVENS
TITLE: GRANTS MANAGER
PHONE NUMBER: 920-496-7331
E-MAIL: CSTEVEN@ONEIDANATION.ORG
MAIN WEBSITE: <https://oneida-nsn.gov/> - THE GRANTS OFFICE DOES NOT HAVE OUR OWN WEBSITE.

Photos (optional):



New Oneida Public Transit garage groundbreaking with the Rebuilding American Infrastructure with Sustainability and Equity (RAISE) grant from the Dept. of Transportation.

YON[^]HALI-YO
A GOOD VINE

ONEIDA DOMESTIC VIOLENCE PROGRAM

SURVIVOR ADVOCACY:

- EMOTIONAL SUPPORT
- **CULTURALLY BASED** ACTIVITIES
- HEALING CIRCLE/WOMENS GROUP
- SAFETY PLANNING
- REFERRALS

COMMUNITY/YOUTH

ADVOCACY:

- GIRLS/BOYS GROUP
- DRUG & ALCOHOL PREVENTION
- CULTURE
- ARTS & CRAFTS
- TEEN DATING



CONTACT US: 490-3700

Tribal Governments Program grant from Dept. of Justice, provides funding to tribes to develop and enhance effective governmental strategies to curtail violent crimes against and increase the safety of Indian women.

Accept the Human Services Division FY-2024 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 7/24/24

2. Session:

- Open Executive – must qualify under §107.4-1.
 Justification: *Choose or type justification.*

3. Requested Motion:

- Accept as information; OR Enter the requested motion related to this item.
 3rd Quarter Reports - GM area

4. Areas potentially impacted or affected by this request:

- | | |
|--|---|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> MIS |
| <input type="checkbox"/> Gaming/Retail | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: | |

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Michelle Danforth-Anderson	Lisa Rauschenbach	<input type="checkbox"/>
Debra Danforth	Shannon Stone	Jason Doxtator
Jacqueline Smith	Eric McLester	Cheryl Stevens
Tina Jorgensen	Leslie Doxtater	<input type="checkbox"/>

6. Supporting Documents:


- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other:

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other:

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2024.07.15 14:17:43 -05'00'

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 3rd quarter report

HUMAN SERVICES DIVISION

Human Services Division includes the following departments:

Aging & Disability Services, Child Support, Cultural Heritage (Traditional Healing, Advising, Archiving, Arts, Library, THPO, & Museum), Economic Support & Community Education Center, Family Fitness & Outdoor Adventure, Family Services, Food Distribution & Emergency Food Pantry, Public Transit, Recreation, Southeastern Oneida Tribal Services (SEOTS), and Veteran Services

Outcome/Goal # 1

Fostering Employee Engagement

MEASUREMENT:

Results of a "Stay" Survey.

Results of engagement surveys.

Number of employee recognition nominations.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Human Services Division (HSD) has an employee recognition initiative. Each month, employees nominate employees who have provided leadership, creativity, collaboration, excellent customer service or have exceeded expectations. Each quarter, a random draw of those employees who were nominated results in an incentive. This quarter, there were 104 nominations.

The employee engagement score for Human Services Division was 77% which was 6% higher than the company overall score. This is based on a participation rate of 67% or 115 of 171 responses. The highest favorable scores by employees in HSD are:

1. I AM PROUD TO WORK FOR ONEIDA NATION.
2. I KNOW WHAT I NEED TO DO TO BE SUCCESSFUL IN MY ROLE.
3. I KNOW HOW MY WORK CONTRIBUTES TO THE GOALS OF THE ORGANIZATION.

The next steps are to identify the opportunities for improvement and develop an action plan to implement.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Support team wellness using evidence-based models that work for other companies.
- Provide fun opportunities for employees.
- Ensure employee alignment through hiring and work shadow opportunities.
- Provide incentives with active involvement/engagement.

Outcome/Goal # 2

Developing Strong Leaders

MEASUREMENT:

iLead Leadership Development program implemented. (complete)
DiSC Training for all employees. (99% complete)
A new employee Division orientation is implemented.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

There are 17 Human Services Division Supervisors, Managers, and Directors participating in the iLead Frontline Leadership Development Program.

10 of 11 departments have completed the Everything DiSC in the Workplace.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Provide consistent, meaningful onboarding & training.
- Institute leadership development.

Outcome/Goal # 3

Empowering Community Engagement

MEASUREMENT:

All events are shared throughout the Division.
A Division resource fair is held.
Creation of a quarterly Division newsletter. (Completed)

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Human Services Division Resource Fair will be held at the Oneida Hotel on Tuesday, July 30th from 3-6 pm. All departments will be represented with information on their programs and services. Participants can apply for services at the fair.

The first HSD newsletter is finished and will be in mailboxes of households in Brown and Outagamie counties in July.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Market & outreach our services to increase community knowledge of what we provide.

- Promote collaboration with a communication plan & shared events.

Outcome/Goal # 4

Pursuing a Centralized Database

MEASUREMENT:

Software systems are assessed to meet needs.
A system is identified.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Digital Technology Services Project Manager has met with nearly all of the Human Services departments.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Create and implement data collection.

Contact Info

CONTACT: Tina Jorgensen, MS, RDN
TITLE: Human Services Division Director
PHONE NUMBER: 920-490-3904
E-MAIL: tjorgens@oneidanation.org
MAIN WEBSITE: <https://oneida-nsn.gov/divisions/human-services/>

Photos (optional):



Enter caption for photo above.



2024 Youth Bellin Run



SEOTS Family Night

Accept the Public Works Division FY-2024 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 7/24/24

2. Session:

- Open Executive – must qualify under §107.4-1.
 Justification: *Choose or type justification.*

3. Requested Motion:

- Accept as information; OR Enter the requested motion related to this item.
 3rd Quarter Reports - GM area

4. Areas potentially impacted or affected by this request:

- | | |
|--|---|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> MIS |
| <input type="checkbox"/> Gaming/Retail | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: | |

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

- | | | |
|----------------------------|-------------------|--------------------------|
| Michelle Danforth-Anderson | Lisa Rauschenbach | <input type="checkbox"/> |
| Debra Danforth | Shannon Stone | Jason Doxtator |
| Jacqueline Smith | Eric McLester | Cheryl Stevens |
| Tina Jorgensen | Leslie Doxtater | <input type="checkbox"/> |

6. Supporting Documents:


- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input checked="" type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: | |

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2024.07.15 14:17:43 -05'00'

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

FY-2024 – 3rd Quarter Report

Public Works Division/Shannon Stone

Public Works currently includes the following areas/departments:

Public Works Operations – Administration, Automotive/Fleet Management, Facilities, Wells/Septic & Plumbing, Utilities, Custodial, Groundskeeping/Parks

Community Development Area – Engineering, Zoning, GIS/Planning, Tribal Transportation, Indian Preference

Introduction Note:

In March 2024, the Division of Public Works management team went through a TOPS facilitated Strategic Planning process. During the process we established five strategic directions we wanted to move in for the future. These are outlined at the end of this report. Each strategic direction has been assigned to a team to further develop and plan. The teams have begun to layout their action plans for the FY25 initiatives. We will continue reporting on the current goals until the first fiscal quarter FY25. The new strategic directions can be seen at the end of this report.

Outcome/Goal # 1

Develop operational workforce plans within each department and area of Public Works. The plans will address critical issues including staffing requirements, employee retention and development, and succession planning.

Retention of existing employees and recruitment of new employees has been a challenge for DPW leadership, especially the positions of custodians and groundskeepers. Several managers and essential positions are becoming critical as they approach retirement in most of the Public Works departments. Additional tools will become available with the development of Global Human Resources (GHR) over the next 1 to 5 years.

MEASUREMENT:

1. Skill and knowledge requirements identified for each position.
2. Position Descriptions are current, identifying competencies and scope of the position.
3. Career paths are identified and communicated to the employees.
4. Training is identified for position development and advancement in three areas:
 - i. Mandatory Training required by position, policy, or law.
 - ii. Continuing Education for employees to stay current in their area of expertise.
 - iii. Developmental Training including education and developmental tasks.

5. Training programs are provided that include identifying the competencies required for each position and a mechanism to evaluate progress of employees learning them.
6. Succession planning is in place identifying pools of interested employees in the event a strategic or essential position is vacated. Succession Planning will provide opportunities to potential candidates to gain knowledge and skills transfer from experienced employees to prepare them advancement into these positions.
7. Supervisors are engaged with employees through recognition and retention planning.
8. Staffing Plans are developed to identify staff levels and staff level requirements.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

In the third quarter, Public Works has identified a plan for the Utilities department that should allow for the current department manager to stay on while mentoring the next manager through their qualifications as wastewater treatment plant operator. This license is required to keep the plant operational under the Oneida Nation's control.

Facilities is also undergoing significant change. Grace Koehler is in the process of transitioning into the Custodial Manager position. Grace has several years of supervisory experience within the Nation. She is very detail oriented and highly organized. Grace has assisted Facilities and Custodial departments with their administration since she returned to Public Works last year as the DPW Executive Assistant. This key move will enable the Assistant Custodial Manager, Ron Vanschyndel to provide more focus on developing employees and the Nation's waste management program.

During the next two quarters DPW will be looking at the key position descriptions to identify development needs throughout the division. For example, as we look to incorporate more renewable energy initiatives, we will need to train employees on the maintenance and care of the equipment such as solar panels and battery systems.

Public Works had a key loss at the end of the quarter with the death of our newly hired Safety Coordinator, Rob Gardner. Rob was involved in a fatal motorcycle accident on June 26th. His sister Dianna shared this was the first place Rob felt like he fit in. Oneida welcomed him like family, and he shared that experience with his family and friends in Virginia. Dianna said this brought great comfort to the family and Rob's mother. Rob was doing well to develop the trust and camaraderie with his coworkers after just six weeks of employment.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Continue working with HR to learn and utilize software applications to develop employees.
 - Rewrite position descriptions. In each area there are positions that are changing due to technology and the labor market. We also have under skilled staff that were retained from passed reorganizations but were not retrained to be optimized for their current positions. As a result, their position descriptions were also scaled back but do not meet the needs of the organization. These need to be corrected (Ongoing).
-

Outcome/Goal # 2

Create efficiencies, optimize the use of limited resources, enhance capabilities, and improve Customer Service by evaluating current processes. The focus is on utilizing technology, increasing collaboration, and creating new streamlined process flows to achieve this goal.

MEASUREMENT:

1. Evaluate DPW processes to streamline them for efficiencies.
 - a. Develop and communicate an online Land use review process that can be used by all reviewers and create the various reports needed by Land Management, Development, Housing and the Land Commission. (in progress)
 - b. Evaluate technology and software to reduce technology deficit. (in progress)
 - c. Integrate DPW systems into the main Enterprise Resource Processes (ERP). (To be evaluated)
2. Expand the access and use of GIS data.
 - a. Identify the long-term staffing needs of this area based on what data needs to be updated and maintained.
 - b. Utilize GIS to create the layers of information that will be useful to the varied users of the system. (ongoing)
3. Identify and incorporate other technologies.
 - a. Incorporation of data intelligence from services such as Pacer.ai to assist with strategic planning of infrastructure and business.
 - b. Modernize water utility technologies.
4. GPS systems installed in Oneida Nation vehicles.
 - a. Automotive department is installing GPS on vehicles that support the technology to help maintain accurate vehicle inventories, provide data for maintaining vehicles, and creating efficient routes to reduce gas consumption and carbon emissions. (ongoing)
5. Enhance communication.
 - a. Find opportunities to reach out to the Oneida community.
 - b. Develop informative packets for services to the community.
 - c. Provide opportunities for the community to give feedback to DPW.
 - d. Work to build internal cooperation and transparency to the organization.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Public Works is continuing to work with Purchasing Department. During the quarter, we supported a change in the Vehicle Driver Certification and Fleet Management law to remove purchasing requirements from our Automotive department and transfer those responsibilities to the Purchasing Department. This minor change will take some time to implement as we map out the complex purchasing process and the roles each area will have.

The Automotive department is also looking at modernizing its software for Fleet Management. This will likely be a FY26 request. The software we are looking for would use GPS technology to track mileage

which would tie directly to customer service and maintenance. The software would be able to help manage fleet size and age. By retiring vehicles at an optimal age, the Nation should be able to trade vehicles in with a significant trade-in value and minimize maintenance costs due to aging. This should also impact safety and employee morale.

Another area of improvement Public Works has been participating in is the Land Use Review process. This process requires the participation of the Division of Public Works, the Law Office, and the Environmental, Health, Safety, Land & Agriculture Division. It feels like we are nearing the end of this process and may be substantially complete by the end of the fourth quarter.

Outcome/Goal # 3

Energy Management is another area we are working on. We are working to create a long-range vision and plan for the Nation's energy management.

MEASUREMENT:

1. Complete a review of past plans and accomplishments.
2. Update the most recent plan to current.
3. Open discussions on seven generation energy plan.
4. Develop plan and timeline.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Energy Team has gone through the process of strategic planning. We have identified our strategic directions.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Next will be the planning for initiatives. In the next couple years, we expect to build the Health Center microgrid and incorporate electric vehicles and vehicles that use alternative fuels in the Nation's fleet. We will also work with programs such as Focus on Energy to assist tribal members to have energy options.

2025-2030 Division of Public Works Strategic Plan

The DPW 2025 – 2030 Strategic Plan was developed in March of 2024. Work for this plan will begin in the fourth quarter of FY2024 (July – September). The plan consists of five Strategic Directions (broad goals) that are moved forward by executing accomplishments planned out annually. Listed below you will see each strategic direction, a general summary of what it entails, and the success indicators and the first-year accomplishments pertaining to the Strategic Direction.

STRATEGIC DIRECTION #1: LOBBYING FOR RESTRUCTURING SYSTEMS TO EMPOWER END-USERS

Summary: The Oneida Nation's systems, built on a lack of trust, are taxing overall productivity of the Division and organization. The Division will lobby for change to empower end-users to do their jobs quickly and efficiently.

Success Indicators: Processes will be streamlined as non-value-added processes or components are eliminated, a sense of partnership will prevail with the rest of the organization, and end-users will be trusted within the processes they are responsible for.

First-Year Accomplishments: Communicate the DPW Strategic Plan to all teams, “Clean your own kitchen” (meaning get your own work correct first), analyze current processes, document specific examples of why change is needed).

STRATEGIC DIRECTION #2: UPDATING & EXPANDING TECHNOLOGY

Summary: The organization’s technology solutions are both underutilized and outdated. DPW will implement new solutions to unify the work in the Division and embrace new solutions for the whole organization (HR, Finance, etc.)

Success Indicators: Technology will be current, systems will be connected/ data shared, technology will align with functional need, and DPW will hire or a DTS resource will be assigned to DPW to assist with technology needs.

First-Year Accomplishments: Validate current software use and needs, prioritize software needs and share with DTS, schedule collaboration with DTS, update software/tech per schedule.

STRATEGIC DIRECTION #3: ANALYZING, ENGAGING, AND COMMUNICATING DIVISION BRAND IDENTITY

DPW, internally and externally with other business units, seeks better communication, clarification of purpose and mutual understanding of brand and identity.

Success Indicators: Establish a clear understanding (internally and externally) of DPW functions, PR person in place, and improved relationships with areas in the organization.

First-Year Accomplishments: Inventory and communicate DPW Services, faster completion of services, have a PR person standardizing area information, and decrease negative feedback and improve positive feedback.

STRATEGIC DIRECTION #4: ESTABLISHING A WORKFORCE PLAN AND DEVELOPING EMPLOYEES

The Division needs a better developed workforce, including leadership skills, equipment training, and apprenticeships.

Success Indicators: Status reports done and communicated, certifications obtained, and successful project completion.

First-Year Accomplishments: Catalyze a unified training plan for the division, increase each department budget and identify trainings/certifications, complete monitors change out in DPW training room to offer onsite trainings, and more people in apprenticeships.

STRATEGIC DIRECTION #5: IMPROVING & ENHANCING OUR WORK CULTURE & VALUES

DPW seeks to improve and revitalize our work culture, starting with the mission and vision, addressing ethics, and ensuring clear expectations.

Success Indicators: Less or reduced complaints, clear expectations lead to improved employee engagement, everyone will know the vision, mission, and values, employees will be healthier (ergonomics), we will be able to do more with less, and there will be ownership (“not my job” to “it is my job”).

First-Year Accomplishments: Communicate the benefits of taking ownership, define ownership (vision, mission, etc.) and define or explain expectations (the “why” and importance) – value added.

Accept the Tribal Action Plan FY-2024 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 7/24/24

2. Session:

- Open Executive – must qualify under §107.4-1.
Justification: Choose or type justification.

3. Requested Motion:

- Accept as information; OR Enter the requested motion related to this item.
3rd Quarter Reports - GM area

4. Areas potentially impacted or affected by this request:

- | | |
|--|---|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> MIS |
| <input type="checkbox"/> Gaming/Retail | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: | |

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Michelle Danforth-Anderson	Lisa Rauschenbach	<input type="checkbox"/>	
Debra Danforth	Shannon Stone	Jason Doxtator	<input type="checkbox"/>
Jacqueline Smith	Eric McLester	Cheryl Stevens	<input type="checkbox"/>
Tina Jorgensen	Leslie Doxtater		<input type="checkbox"/>

6. Supporting Documents:


- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
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- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other:

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other:

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2024.07.15 14:17:43 -05'00'

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

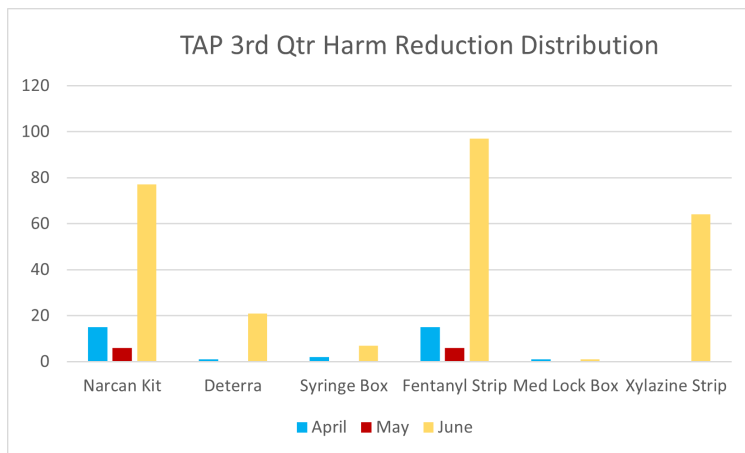
FY-2024 3rd Quarter Report

TRIBAL ACTION PLAN

Outcome/Goal # 1

Increase awareness and access to Harm Reduction

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

In an effort to save community member's lives, TAP distributes Harm Reduction materials such as Narcan (Naloxone) kits, Deterra drug deactivation pouches, syringe boxes, medication lock boxes and fentanyl testing strips. The TAP staff is State Certified to train Narcan administration and obtains Narcan from the Narcan Direct Program through Oneida Behavioral Health. From April to June 2024, the TAP staff have distributed 98 Narcan kits (2 doses per kit), 22 Deterra pouches, 9 syringe boxes, 118 Fentanyl testing strips, 2 Medication lock boxes. Recently included Xylazine testing strips to the Narcan Kits and distributed 64 in June 2024. Within this reporting period, TAP facilitated Narcan Training for Family and Childcare Resources of Northeast Wisconsin, Family program staff, Oneida EAP staff, and Oneida Transit staff.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

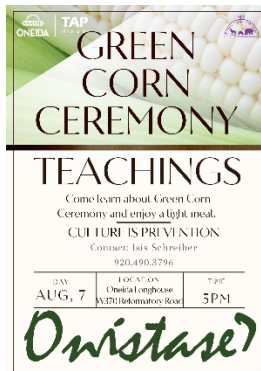
TAP will continue to educate and promote Harm Reduction awareness for the Oneida Community. The TAP team provides training and distributes Harm Reduction materials bi-monthly at One Stop retail as well at community events. TAP has facilitated Harm Reduction Training and Narcan Training for internal departments as well as external

organizations upon request. TAP staff will proceed to provide harm reduction materials, at the lowest threshold possible, to make this life saving medicine available to community members in need.

Outcome/Goal # 2

Update the TAP Goals and objectives

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

TAP has postponed the Tribal Coordinating Committee (TCC) at this time as we seek to identify the Nation's visionaries to establish long term goals that are culturally congruent for the tribal action plan.

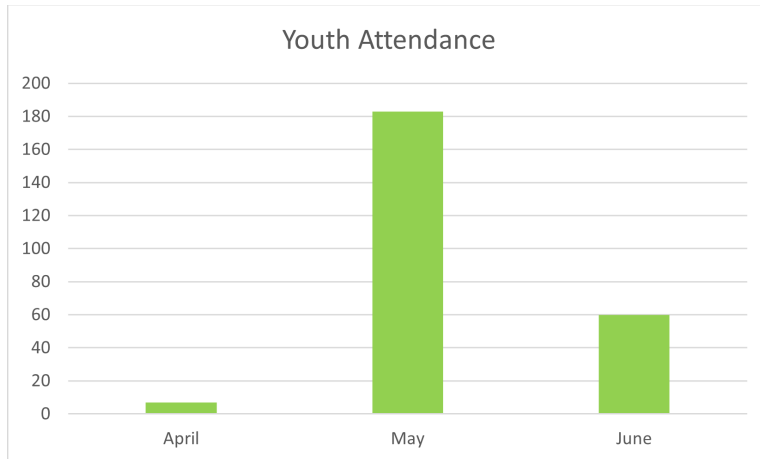
EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

TAP aims to utilize the information gathered at the GONA to update the Oneida Tribal Action Plan goals and objectives. This update will allow us to reestablish the Tribal Coordinating Committee (TCC) and subcommittees with community member's input. The TCC is the driving force of the TAP as a living document that changes as the community's needs change. The TCC and subcommittees are vital to ensure the Nation's efforts are aligned. The strategic planning process will proceed once the visionaries of the Nation are identified and invested in the Tribal Action plan to develop change in the community.

Outcome/Goal # 3

Increase Prevention and Awareness for Oneida Youth

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

TAP staff collaborates with various departments to host youth events. At these events, we provide age-appropriate drug and alcohol prevention information and/or activities. In collaboration with Comprehensive Housing Outreach, Recreation, Library, Cultural Heritage, Tourism, and Oneida Community Advocates we coordinate events. During this reporting period TAP facilitated MMIR ribbon skirt and shirt making classes (8 youth), the MMIR awareness walk (180 youth) and Two Spirit Pride events (60 youth).

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

TAP's continued presence with youth will ensure youth have a safe space to engage in healthy activities with culture to reinforce TAP's mission and goals. Culture is prevention and we'll continue to promote and encourage Oneida culture in our efforts. In a collaborative effort with Cultural Heritage, we'll continue to have ceremony education with an upcoming Green Corn Ceremony Teachings event. TAP will continue to collaborate with multiple departments to coordinate youth events to include berry picking for Recreation's summer program, incentives for the Oneida Library summer reading program, and re-establish a two-spirit youth group at the Oneida Nation High School.

Contact Info

CONTACT: Leslie Doxtater

TITLE: Tribal Action Plan Manager

PHONE NUMBER: 920.490.3916

E-MAIL: ldoxtat1@oneidanationation.org

MAIN WEBSITE: [Oneida Nation | Tribal Action Plan \(oneida-nsn.gov\)](http://Oneida Nation | Tribal Action Plan (oneida-nsn.gov))

Photos (optional):



Youth at MMIR Walk 2024



Kalihwisaks MMIR 2024



Two Spirit Bingo June 2024

Accept the fiscal impact statement status update re: New Recreation/Community Center

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the memo regarding the Fiscal Impact Statement of the Blackowl Petition

4. Areas potentially impacted or affected by this request:

- | | |
|---|---|
| <input checked="" type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> DTS |
| <input type="checkbox"/> Gaming/Retail | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: <i>Describe</i> | |

5. Additional attendees needed for this request:

- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*

6. Supporting Documents:

- | | | |
|---|---|---|
| <input type="checkbox"/> Bylaws | <input checked="" type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer

Primary Requestor: Melissa Alvarado, Office Manager

P.O. Box 365 • Oneida, WI 54155



Phone: 920- 869-4325

FINANCE ADMINISTRATION OFFICE

To: OBC

CC: Larry Barton, Treasurer

From: RaLinda Ninham-Lamberies, CFO

Digitally signed by RaLinda
Ninham-Lamberies
Date: 2024.07.15 16:22:00
-05'00'

Date: July 15, 2024

RE: Petitioner Lindsey Blackowl re: New Recreation/Community Center

I have reviewed the petition submitted by Lindsey Blackowl. Completion of a fiscal impact statement requires the information provided in the administrative impact, statement of effect, and legal review. Work on the fiscal impact statement will continue as these items are made available.

Accept the statement of effect status update re: New Recreation/Community Center Build

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the status update for the statement of effect for the Petition: L. Blackowl – New Recreation/Community Center Build.

4. Areas potentially impacted or affected by this request:

- | | |
|---|---|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> MIS |
| <input type="checkbox"/> Gaming/Retail | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: <i>Describe</i> | |

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Jameson Wilson, Councilmember

Primary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney

Oneida Nation
Legislative Operating Committee
Legislative Reference Office
PO Box 365 • Oneida, WI 54155-0365
Oneida-nsn.gov



TO: Oneida Business Committee
FROM: Clorissa N. Leeman, Legislative Reference Office, Senior Staff Attorney
DATE: July 17, 2024
RE: Petition: L. Blackowl – New Recreation/Community Center Build

A handwritten signature in black ink, appearing to read "Clorissa N. Leeman".

On June 10, 2024, the Petition: L. Blackowl – New Recreation/Community Center Build (“the Petition”) was submitted to the Government Administrative Office by Lindsey Blackowl and has since been verified by the Oneida Trust Enrollment Department on June 18, 2024. On June 26, 2024, the Oneida Business Committee acknowledged receipt of the Petition and directed that the Legislative Reference Office complete a statement of effect for the Petition with status updates to be submitted for the July 24, 2024, regular Business Committee meeting agenda and the first Business Committee meeting of the month thereafter or until the final documents are submitted. On July 17, 2024, the Legislative Operating Committee added the Petition to the Active Files List to be worked on by the Legislative Reference Office.

The Legislative Reference Office currently is working on the development of the statement of effect for this Petition. It is the intention of the Legislative Reference Office that the statement of effect for the Petition be submitted for inclusion on an Oneida Business Committee meeting agenda in August of 2024.

Requested Action

Accept the status update regarding the statement of effect for the Petition: L. Blackowl – New Recreation/Community Center Build.

Accept the legal analysis update re: New Recreation/Community Center

Business Committee Agenda Request

1. Meeting Date Requested: 07/24/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept report and consider adoption of a resolution.

4. Areas potentially impacted or affected by this request:

- | | |
|---|---|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Programs/Services |
| <input type="checkbox"/> Law Office | <input type="checkbox"/> DTS |
| <input type="checkbox"/> Gaming/Retail | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: <i>Describe</i> | |

5. Additional attendees needed for this request:

- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*

6. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input checked="" type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input checked="" type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Jo Anne House, Chief Counsel

Primary Requestor: (Name, Title/Entity)

Jo Anne House, PhD | Chief Counsel
James R. Bittorf | Deputy Chief Counsel
Kelly M. McAndrews | Deputy Chief Counsel

Carl J. Artman
Krystal L. John
Peggy A. Van Gheem

Law Office



MEMORANDUM

TO: Oneida Business Committee

FROM: Jo Anne House, Chief Counsel

DATE: July 18, 2024

SUBJECT: Legal Analysis – Blackowl Petition

Blackowl Petition

Attorney Carl Artman has been assigned the analysis on this petition. He is finishing his review and will have the final legal opinion within the deadline.